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# CHANGING SOCIO-ECONOMIC CONDITION OF WOMEN IN AFRICA IN THE CONTEXT OF THE NAIROBI FORWARD-LOOKING STRATEGIES

## SUMMARY

Since the Nairobi Conference (July 1985) and the adoption of the Nairobi Forward-Looking Strategies by the United Nations General Assembly, the world and the African region in particular has witnessed an unprecedented increase in activities for and involving women.

As a follow-up to the first report on the "Changing socio-economic conditions of women in Africa" presented to the ECA Conference of Ministers, the present report reviews and highlights activities undertaken since April 1988. In this respect, activities undertaken and projects being implemented by United Nations agencies at national, subregional and regional levels have been reviewed. Issues in the context of structural adjustment policies and their impact on women have been discussed.

The role and the contribution of the ECA African Training and Research Centre for Women (ATRCW) has been discussed along with major activities undertaken since 1988. Based on ECA missions and information made available by member States in responding to ECA's questionnaire, major activities and policy measures established at the national level have been reviewed in detail.

As regards sectoral analysis, the paper has focused on employment, education and training, law and legislation, and women at the decision-making level. In brief, the review shows that there has been an increase in the number of women in formal employment and in the services sector in particular. In education, enrolment of girls at all levels of the school system has increased except in the science-based training programmes where there are fewer girls than boys. At the decision-making level, the number of women in key positions in both the private and public sector has increased.

Problems and constraints faced in the implementation of the Strategies have been pointed out. They include structure, and lack of human and financial resources, information and data. Finally, recommendations have been advanced for consideration.


## I. INTRODUCTION

1. The United Nations Decade for Women, 1975-1985, served as a catalyst in focusing attention on women's issues. The Decade for Women ended in July 1985 with two world conferences in Nairobi, Kenya - one convened by non-governmental organizations, the other convened by the United Nations for its Member States. And while a decade of international attention to and acknowledgement of the plight and potential of women world-wide has not resulted in substantial changes in the economic, political and social conditions of women, it has had other important results. Women's projects, programmes, organizations, campaigns and a wide range of initiatives have come about.

2. Since the 1985 World Conference, and in an effort to implement the Nairobi Forward-Looking Strategies for the Advancement of Women, endorsed by the General Assembly in its resolution 40/108 of 13 December 1985, the world and the African region in particular have witnessed an unprecedented increase of activities for and involving women.

3. This paper is a follow-up to the report presented last year (document E/ECA/CM.14/17) on the "Changing socio-economic conditions of women in Africa in the context of the Nairobi Forward-Looking Strategies". The paper reviewed and highlighted programmes and activities undertaken within the United Nations system and by member States to implement the Strategies in order to bring about changes in the economic, political and social conditions of women.

4. Taking into consideration the activities reviewed in last year's report, the present report will review the various activities undertaken by member States, United Nations agencies and non-governmental organizations since the last meeting of the ECA Conference of Ministers in Niamey, the Niger in April 1988. It will also review and highlight the activities of other United Nations agencies not included in the last year's report. In addition, the report gives attention to the impact of the economic crisis on women, women in the informal sector and analyses the responses to the ECA/ATRCW questionnaire sent to member States in December 1987.

5. The report is therefore presented as follows: part II reviews activities undertaken by various United Nations agencies and governments at national, subregional and regional levels; part III looks at the economic crisis and its impact on women; part IV reviews activities undertaken in various sectors such as education and training, employment, the informal sector and women at the decision-making level; and part V highlights problems/constraints, advances recommendations for consideration and draws conclusions.

## II. ACTIVITIES UNDERTAKEN BY UNITED NATIONS AGENCIES AND MEMBER STATES

### A. United Nations agencies

6. According to the report of an ECA mission to Egypt, 1/ the United Nations Population Fund (UNFPA) is currently sponsoring two projects on women both of which are being implemented by the Department of Women's Affairs in the Egyptian Ministry of Social Affairs. One of the projects concerns the training of rural women in population and development with the aim of improving their socio-economic level. This is basically an income-generating programme involving training through extension service projects such as education, family planning, literacy classes, etc., while the other project is aimed at strengthening the institutional capacity of the Department of Women's Affairs. The long-term objective is to establish the Department as one of the principal organs in policy-making, planning, monitoring and co-ordinating women's affairs with a view to promoting the role and status of Egyptian women in line with the national policy goals of the country.

7. Similar activities focusing on income-generation for rural women in particular are being undertaken in Egypt by the International Labour Organisation (ILO), the United Nations Children's Fund (UNICEF) and the Food and Agriculture Organization of the United Nations (FAO). The overall objective of the agencies' activities in Egypt is to raise the socio-economic standard of the rural population, particularly women.

8. Information made available during an ECA mission to Botswana in September 1988 shows that such agencies as UNICEF, the United Nations Development Programme (UNDP) and the World Food Programme (WFP) have given support to women's programmes. For instance, UNICEF supported a national workshop on gender responsive planning and the project cycle which was organized in September 1988 by the Women's Affairs Unit in the Ministry of Labour and Social Affairs. It was also revealed during the mission that because the majority of female-headed households in Botswana are poor, UNICEF was currently conducting a mid-term review to identify strategies for securing household income. 2/

9. The Inter-agency Women In Development (WID) Group, composed of all United Nations agencies in Ethiopia (including ATRCW), has reviewed activities and research studies undertaken in the country and prepared a report which elaborates in detail programmes and strategies for WID in Ethiopia. The Group also held a workshop on women in development for representatives of United Nations agencies in Ethiopia. The workshop, whose objectives were to undertake gender analyses, to explain the relevance of gender analysis to the work of the participants and to define WID priorities for Ethiopia, was sponsored by UNDP and held in Addis Ababa in October 1988. At the beginning of December 1988, UNICEF also sponsored a national workshop in Ethiopia, similar to the one held in Botswana on gender responsive planning.

10. The Nairobi Forward-Looking Strategies emphasized the need for women's involvement in new and renewable sources of energy (NRSE) planning and projects. Special incentives were recommended to enable women to obtain education and technical training relevant to their role as key producers, 3/ users and managers of energy sources. In line with the recommendations of the Strategies, the United Nations International Research and Training Institute for the Advancement for Women (INSTRAW) initiated in 1987 a project on the promotion of women's involvement in NRSE in Africa. The preparatory phase has involved a survey of NRSE use in the six selected African countries, namely Ghana, Malawi, Zambia, Cameroon, Guinea and Mali. The survey determined the extent of energy consumption by women and types of fuel sources and activities linked to the collection and use of fuel. Surveys of women's organizations, their potential involvement in NRSE projects and the degree of political support have also been completed.

11. The new orientation towards NRSE demands that women be informed, educated and trained in order to be able to participate adequately in the process of technological change now taking place in the energy sector. This will enhance the status of women, increase their participation in general socio-economic development, and improve the rural environment. INSTRAW is committed to these goals and its activities in NRSE are having an impact on a number of countries in Africa in which INSTRAW is involved.

12. INSTRAW has also produced an information booklet entitled "Improved stoves, an integral part of energy-saving strategies" geared towards household energy needs.

13. FAO has also been involved in energy for women's income-generating activities. For instance, FAO has implemented a fish-smoking project in Ghana with the co-operation of the National Council of Women. The device used in this project reduces fuelwood consumption, improves the quality of the smoked fish and ameliorates working conditions and decreases the quantity of smoke inhaled by women workers.

14. The United Nations Development Fund for Women (UNIFEM) and UNICEF have also been involved in the dissemination of this technology to Togo, Benin and Guinea where women have been trained as trainers and extension workers to teach other women how to use and maintain the new device.

15. Focus on women is a critical dimension of the International Fund for Agriculture Development (IFAD). The Fund's basic approach in this area has been to emphasize the role of women as producers rather than just as consumers of social services. With this in view, the Fund has endeavoured to improve the access of women to inputs and services which would raise their productivity. In this connection, an increasing share of IFAD projects and share of resource allocation under each project is directed towards women. Secondly, steps have been taken to increase the allocation of credit facilities to women so that they can better their own farms and productive activities. The Fund's projects with focus on women have been and are currently being undertaken in Algeria, Benin, Burkina Faso, Kenya, Ethiopia, the Gambia, Djibouti, Malawi, Morocco, the Niger, Nigeria, the Sudan, Tunisia, Uganda, Zaire, Zambia and Zimbabwe.

16. ATRCW has made a viable contribution to the Women in Development (WID) programmes in the region. Its principal activities include, among others, promotion of women in small-scale enterprises with particular emphasis on improving the managerial capabilities of women, enhancing the role of women in the informal sector and access of women to scientific and technical fields; monitoring changes in the situation of African women in the context of the Forward-Looking Strategies; sectoral analysis of emerging socio-economic trends and their impact on African women, in particular, the effect of persistent famine and drought on women as food producers and structural adjustment programmes; enhancing the capacity of national machineries to incorporate gender issues in national development plans/strategies to promote the establishment of a national trust fund for women.

17. In line with the above principal activities, and within the framework of the ECA 1988-1989 work programme, ATRCW has undertaken the following activities since April 1988: two studies in the informal sector and agro-industries financed by the Ford Foundation were undertaken in May-July 1988. The study in the informal sector, undertaken in Kenya, Swaziland, Zambia and Mauritius, was aimed at assessing the status of women in the sector, identifying factors hampering women's participation and looking at support measures being provided by governments to enhance women's activities in the sector. The study identified research gaps, problems and constraints in the sector.

18. The study in agro-industries covered the United Republic of Tanzania, Botswana, Lesotho and Zimbabwe. Its aim was to establish the extent of women's participation in agro-industries; identify factors hindering their participation; and survey current trends regarding women's involvement in agro-industrial production and marketing. The study identified research gaps, training needs and provided strategies for enhancing women's participation in agro-industries. As a follow-up to these studies, ATRCW has organized and is launching its first research competition for women researchers in Eastern and Southern Africa. The objective of the research competition which is being funded by the Ford Foundation, is to give women the opportunity to carry out research to improve their skills.

19. Paragraph 223 of the Nairobi Forward-Looking Strategies states in part that "... increased opportunities and encouragement should be given to women to study science, mathematics and engineering at the university level and for girls to study mathematics and science at the pre-university level". 5/ In line with the Strategies, ATRCW commissioned three case studies on women and scientific professions in Africa. The studies, financed by the International Development Research Centre (IDRC), were undertaken in Kenya, Sierra Leone and Swaziland. They have revealed the low level of enrolment of women/girls in the science-based training programmes as well as the low level representation of women in science-based professions.

20. Development planning has failed to recognize fully or systematically the contribution of women in the development process or, in turn, the effect of this process on them. 6/ In an effort to promote and ensure that women's concerns are taken into account in national development plans, ATRCW organized in November 1988 an expert group meeting on the guidelines for the incorporation of women's concerns in national development plans. Women, who constitute 50 per cent of the human population, have usually been overlooked in planning for development, in that they have not been viewed as direct agents and beneficiaries of the development process.

21. As part of society, women need to be viewed in the context of development planning if their socio-economic conditions are to be improved, and if they are to effectively participate in attaining the goals of development. The meeting, therefore, reviewed development planning both in economic and equity matters and the extent to which women's concerns have been taken into consideration in national development plans. Three major areas of concern for effective integration of gender concerns in development planning and policy were discussed and established: the awareness and commitment of key policy makers and planners to gender equality and gender responsive planning at all levels; the establishment of institutional structures for gender responsive planning and implementation; and the establishment of statistical data bases and information that provide gender disaggregated data. 7/

22. The report of this meeting will be used to prepare technical guidelines for the incorporation of women's concerns in national development plans to be published this year (1989). The publication will be disseminated to appropriate national structures for their use in advocating the incorporation of women's concerns in national development plans.

23. A subregional seminar on Measures to improve women's management skills, also organized by ATRCW, was held in Douala, Cameroon in November/December 1988. The seminar, which was supported by the Swedish International Development Agency (SIDA), was targeted to women in the French-speaking countries. Earlier, a similar seminar was conducted for English-speaking African countries in January/February 1987. The objectives of the seminar were, among others, to strengthen women's management capabilities and promote small- and medium-scale enterprises and projects for women; and to improve the technical competencies of women in order to ensure viability of their work in enterprises and projects. The seminar was successful in formulating recommendations and strategies for future management training programmes for women.

24. Two missions which were undertaken to Botswana and Egypt in September/October 1988 aimed at reviewing and monitoring the implementation of the Arusha and Nairobi Forward-Looking Strategies. Information collected during the missions is reflected throughout this report.

## B. Member States

25. In December 1987, ATRCW sent to member States a questionnaire entitled "Changing socio-economic conditions of women in Africa in the context of the Nairobi Forward-Looking Strategies for the Advancement of Women". The questionnaire was and is intended to give a comparative assessment of the situation of women in the African region, giving attention to areas such as women in agriculture, employment, education and training, industry, research and communications; policy measures and women at the decision-making level. To date, only eight member States have responded to the questionnaire, five from French-speaking and three from English-speaking African countries.

26. Based on the responses received so far regarding the ATRCW questionnaire and on the missions undertaken, the following paragraphs provide an analysis of the activities member States have undertaken (at the national level) to implement the Strategies in order to promote and improve the socio-economic conditions of women.

### (a) Botswana

27. Following the Nairobi Conference in July 1985, the Government of Botswana has increasingly recognized the significant countribution of women to the development of the country. This is evidenced by its efforts to strengthen the Women's Affairs Unit and giving financial and technical support to women's projects. Through the Ministry of Finance and Development Planning, incentives in the form of financial assistance are being provided to women engaged in income-generating activities. The Ministry's Central Statistical Office has in its 1985 country profile provided information on women in development in Botswana.

28. In August/September 1988, the Women's Affairs Unit drafted a document on national policy on women in development to be submitted to the Cabinet and eventually to Parliament for adoption. If adopted, the document will serve as a blueprint for all governmental and non-governmental action towards enhancing the participation of women in national development.

29. In September 1988, the Ministry of Labour and Home Affairs, through its Women's Affairs Unit, organized and conducted a two week intensive workshop on gender responsive planning and the project cycle. The objective of the workshop was to enhance the planning and programmatic skills of all district and council planning officers and the staff of the Women's Affairs Unit. A national conference on women in development policy and the Forward-Looking Strategies was held in October 1988 to look into the Strategies specific to the Botswana reality. Income-generating activities at the grass-roots level in the rural areas are being undertaken by various non-governmental organizations (NGOs). The University of Botswana and the National Institute of Development Research and Documentation have undertaken research on income-generation for women, sex differences in education, etc.

(b) Egypt

30. In Egypt, like Botswana and other countries, the Department of Women's Affairs is located in the Ministry of Social Affairs with an adviser to the Department attached to the Ministry. The department is currently involved in income-generating activities supported by UNICEF, ILO and other government bilateral agencies. Activities are basically geared towards the improvement of the living conditions of rural women. There is no national policy on women in development to effectively implement women's programmes. Most of the programmes are services to rural women and nothing much is being done for urban women.

31. The Department is working towards the realization of the Strategies through projects initiated with the support of United Nations agencies such as UNFPA and UNICEF.

(c) Kenya

32. The Government of Kenya recognizes the vital role women play in national development and also acknowledges that, with the necessary support, women could play an even greater role in overall national development. To this end, the Government has created the necessary climate and machinery to enable women to participate fully in development and has instituted policies and programmes which place women at the centre of development. The entire nation has been sensitized on the crucial role of women in development.

33. The Women's Bureau (created in 1976) within the Ministry of Culture and Social Services has the following structural units through which its objectives are realized: administration, research development, small-scale industries, business and appropriate technology, training, planning, agricultural projects, communication and information and non-governmental organizations. In addition to the Women's Bureau, there are currently 35 non-governmental organizations in Kenya.

34. Following the 1985 World Conference and as a result of the Government's continued support to the Women's Bureau and the increased number of women's groups/organizations, the women's programme has expanded tremendously.

35. The following goals, among others, have been achieved:

(a) Promoting awareness of issues affecting women among policy makers and planners;

(b) Establishment and promotion of income-generating activities for women;

(c) Production of bibliography on women of Kenya;

(d) Production of a booklet: Women of Kenya: Review and Evaluation of Progress;

(e) Implementation of women's group leaders training needs assessment survey; and

(f) Establishment of five income-generating pilot projects.

36. Government support to the Women's Bureau in direct support of women activities rose from a mere KSh 8,400 (0.54 per cent of the recurrent budget of the Ministry of Culture and Social Services) in 1975/1976, to KSh 1,285,700 (11.64 per cent) in 1984/1985. 8/

(d) Swaziland

37. Though the establishment of the Directorate for Women's Affairs in Swaziland has been approved by the Government, it is not yet functioning. Women's issues are currently being dealt with by different ministries which are being encouraged to extensively integrate women's issues into their programmes and projects. There is no national machinery to co-ordinate women's activities at the national level. An overall policy statement has not yet been announced by the Government.

38. Swaziland has not yet signed the Convention on the Elimination of All Forms of Discrimination Against Women due to some conflicts of customary law particularly to articles 2(f), 3,5(a), 9(i) and (2), 13(a) and (b), 14(29) 15, 16(1c), (1d), (1e), (1f), (1g), and (1h). 9/

39. Support/resources have only been provided by non-governmental organizations in the formal and informal sectors to enable women to participate in the mainstream of development. The University of Swaziland's Social Science Research Unit is currently collecting up-to-date information on the integration of women, women and the law, women and employment, and women and education.

40. In general, in the absence of a national policy and national machinery, nothing much has been or is being done in Swaziland to implement the Strategies.

(e) United Republic of Tanzania

41. The national machinery is located in the Ministry of Community Development, Culture, Youth and Sports. Since 1985, endless efforts have been made to provide essential inputs into women's income generating and social activities in order to raise their income and to improve their living standards. Government ministries, parastatals and non-governmental organizations have been striving hard to provide economic and social inputs to help women's groups as part of their contribution towards the implementation of the Strategies.

42. The Ministry of Education has strengthened the home economics post-literacy work-oriented centres by earmarking 900 centres which are being rehabilitated and re-innovated by the district funds and equipped by the Swedish International Development Agency (SIDA). The 1985 World Conference has ushered women's issues into a new era. Many government and non-governmental sectors have initiated a large number of women's projects, most of which are jointly financed by international donors and the Tanzanian Government. Various international organizations such as UNICEF, the Norwegian Agency for Development (NORAD), the Finnish International Development Agency (FINNIDA), the Danish Development Agency (DANIDA), the Swedish International Development Agency (SIDA), UNIFEM, WFP, ILO, the Canadian International Development Agency (CIDA), the United States Agency for International Development (USAID), OXFAM, etc., have provided financial assistance and equipment to run women's projects.

43. Such assistance is channelled through government bodies to ensure effective monitoring and co-ordination. For example, through the Ministry of Community Development, Culture, Youth and Sports, the following projects were launched in 1988:

(a) Women's Appropriate Food Technology (WAFT) by UNIFEM, UNICEF and MCDOYS;

(b) Credit scheme for underpriviledged women of urban and rural areas, financed by UNIFEM and MCDOYS;

(c) Mbeya grinding mill pilot project launched by DANIDA and the Ministry of Community Development, Culture, Youth and Sports;

(d) Immunization programme launched in 1986 by UNICEF, the Ministry of Community Development, Culture, Youth and Sports and the Ministry of Health;

(e) Training fund for Tanzanian women launched in April 1988 by CIDA; and

(f) Women development project in the Sisal Estates launched by WFP during the second half of 1988. 10/

44. There are many other projects which have been financed through such other ministries as Health, Water, Agriculture, the Prime Ministers' Office, and through other organizations.

(f) Cameroon

45. In order to carry out the objectives of the United Nations Decade for Women beyond the Decade itself, the Government of Cameroon established in 1984 the "Ministère de la condition féminine" (Ministry for Women's Affairs) which co-ordinates and monitors specific issues related to the status and advancement of women in the country. To assist the Ministry, a consultative committee on the advancement of women was set up in 1984.

46. Since the 1985 World Conference, the Ministry has established development strategies based on the Forward-Looking Strategies. These strategies and/or measures have made it possible to put into effect a Cameroonian concept of the advancement of women. Three objectives have been defined in relation to this concept:

(a) To lay down and give legal backing to policies on the advancement of women, by the elimination of all forms of discrimination against women and by guaranteeing equality of men and women in the political, economic, social and cultural fields;

(b) To promote income-generating activities;

(c) To draw up and implement programmes and projects which would facilitate the integration of women in economic activities and thereby ensure their effective participation in national development; and

(d) To ensure that the greater proportion of available manpower is mobilized for development. In this respect, it is intended to give priority to the role of women in the sixth Economic, Social and Cultural Plan of Cameroon. This implies improving the status of women and finding ways and means for their total integration in development. In this regard, some 15 projects are to be carried out on a priority basis during the current five-year period. 11/

(g) Senegal

47. In Senegal, a commission has been set up within the Ministry of Planning and Co-operation on "Women in economic and social development". The commission, whose task is to prepare all the sectoral commissions' projects and measures designed to promote the advancement of women, carries out its functions under the national planning commission.

48. Within the Department of Women's Affairs, there is a female employment division responsible for working towards the elimination of all forms of discrimination against women; studying problems relating to female employment and their impact on the situation of women; and studying measures for protecting working women and ensuring that regulations are applied. A priority programme has also been launched by the Government to lighten housework by identifying ways to improve conditions. This is seen as a prerequisite for promoting unpaid income-generating activities.

49. Equipment designed to lighten housework has been provided for 470 groups. In terms of structure, the Department of Women's Affairs has organized women's groups into a National Federation of Women's Groups.

(h) Niger

50. In order to effectively implement the Nairobi Strategies, the Government has established within the Ministry for Public Health and Social Affairs a national secretariat in charge of the status of women. The secretariat works in close collaboration with the Niger Women's Association (Association des femmes du Niger). With the support of the Government and UNIFEM, the Association is charged with the responsibility of designing and implementing projects in various fields aimed at improving the socio-economic conditions of women.

51. For instance, within the framework of the Strategies, a number of measures and projects have been introduced and initiated in areas such as health, agriculture and education. Various means of lightening household jobs have also been initiated, such as the use of grinding mills, introduction of carts, off-season crops cultivation aimed at ensuring food self-sufficiency and the fight against malnutrition, reafforestation and land reclamation to combat desertification. An ad hoc commission has also been established to assist in the drawing up of certain laws such as family law and law concerning rural areas. 13/

52. In general, the countries reviewed above give an indication that efforts are being made by some governments to implement the Strategies. However, it is too early to measure the impact these programmes have had on women in terms of their socio-economic status. One of the major reasons is the absence of and/or inadequate information and data to assess the impact of WID programmes on their contribution to national development and the extent to which the socio-economic conditions of women have changed and/or are changing.

## C. At the subregional/regional levels

53. Following the Nairobi Conference, a number of women's groups have emerged at national, subregional and regional levels. Such existing groups are involved in various activities for the integration of women in development.

54. The West African Women's Association (WAWA) which was established in 1987 held a meeting in Dakar, Senegal in October 1988. The Association's principal objective is to bring together women of West African States for the promotion of women in the development process. The meeting was attended by 14 of the 16 member States, namely Benin, Burkina Faso, Cape Verde, Côte d'Ivoire, the Gambia, Ghana, Guinea, Guinea-Bissau, Mali, Mauritania, the Niger, Nigeria, Senegal and Togo. Other organizations attending the meeting included the African Development Bank (ADB), the Economic Commission for Africa (ECA), the Organization of African Unity (OAU), the Pan-African Women Association (PAWO), INSTRAW and the Organisation des femmes entrepreneurs et commerçantes de l'Afrique de l'ouest (OFECAO). The meeting defined priority

areas for WAWA which include, among others, to sensitize member States, non-governmental organizations and international organizations whose assistance is required for the implementation of the WAWA programme, and to work out training and research programmes with special emphasis on training rural women and women at decision-making levels.

55. Similar organizations, associations and activities with a view to improve and promote the advancement of women in the development process within the context of the Strategies have been initiated in other African subregions. For instance, the UNDP Regional Bureau for Arab States and European Programmes, in collaboration with the Arab League, is planning a major Arab regional conference to be held some time in 1989 on the changing roles, responsibilities and contribution of women to national development throughout the region.

56. In spite of the current situation of the Women in Development (WID) programmes at the ECA/MULPOCs, the Subregional Committees continue to maintain the momentum on women's programmes by holding their regular meetings and presenting their reports to the MULPOC Councils of Ministers meetings.

## III. THE IMPACT OF ECONOMIC CRISIS/STRUCTURAL ADJUSTMENT ON WOMEN

57. "The efforts of many countries to implement the objectives of the United Nations Decade for Women were undermined by a series of grave economic crises that have had severe repercussions, especially for many developing countries. The worsening of the social situation in many parts of the world, particularly in Africa, as a result of the disruptive consequences of the economic crisis, had a great negative impact on the process of effective and equal integration of women in development." 14/

58. The consequences in the third world are grave: the burden on women is increasing instead of decreasing, infant mortality is rising, more and more babies are born underweight, and women are working harder than ever in order to keep life going. Structural adjustment policies are gender biased since they ignore the unpaid labour of women. 15/ The fact is that unpaid labour in villages and families is the final lifeline for people all over the world when macro-economic measures do not work or may even collapse.

59. At present, self-initiated activities are experiencing a remarkable revival and developing into a new wave of economic activity in a number of developing countries, most of these activities such as those in the informal sector are being initiated and developed by women.

60. Looking into the impact, policies and prospects on women and the economic crisis, the United Nations Office at Vienna Centre for Social Development and Humanitarian Affairs Branch for the Advancement of Women held an Interregional seminar on women and the economic crisis in October 1988. It was attended by 25 countries (including five from Africa, namely Botswana, Nigeria, Egypt, Senegal and the United Republic of Tanzania), United Nations agencies, intergovernmental and non-governmental organizations. The objective of the seminar was to arouse the awareness of governments, public decision-makers and international bodies to the existence of the problems

that have come about as a consequence of the economic crisis; to consider the future orientation of research on the effects of the crisis on women, and policies that could be incorporated in the framework of the overall policies and a comprehensive analysis.

61. Women's access to education, employment opportunities and women's health issues in the context of the economic crisis were considered. It was established that as a result of the increase in global and female unemployment in most countries, women have increasingly joined the informal sector to compensate for declining family income. In general, the meeting established that the economic shocks have led to the deterioration of the situation of women and their standard of living, and that various dimensions of the conditions of women at the national level have been affected by changes in the overall economic situation. The number of women-headed housholds has also increased in both urban and rural areas.

62. Case studies on the impact of economic crisis on women were presented. According to the Nigerian experience, 16/ the economic crisis and structural adjustment programme has implied grave hardships for women. Many industries and the Government itself have had to retrench workers, mainly at the lower levels where women form significant numbers. The economic crisis has resulted in the reduction of real income for women and their households.

63. As a result of the partial removal of the oil subsidy, a measure designed to reduce public expenditure on non-productive sectors, in addition to the effect of the drastic reduction in the value of exchange of the Nigerian currency, food prices for consumers have increased. This has adversely affected the nutritional and health conditions of women and their children.

64. Realizing the need to give special attention to the present undesirable condition of women, the Federal Ministry responsible for women's affairs has formulated a national policy for the development of women, the objectives of which are the eradication of illiteracy among women, promotion of functional education, encouragement of political and civic awareness, elimination of all cultural practices that create obstacles for women, and provision of employment opportunities, etc.

65. In spite of the consequences structural adjustment measures and their implementation have had on women, empirical data and careful analysis of the impact on women in developing countries has hardly been mentioned. Similarly, women's concerns in economic analysis have been neglected in a number of studies.

66. According to Richard Jolly, 17/ the main reason for this neglect is that the economics of recession and adjustment in the 1980s has been a specialist economic topic, for the most part tackled by economists and financial policy makers within a frame of thinking and analysis which traditionally makes no direct reference to the human situation of the people involved. Studies on women have tended to focus on the longer-term trends in the position of women but have neglected how these trends have been affected by the sharp shift from economic growth, however inadequate, to economic stagnation and decline. 18/

67. Empirical studies on the changes in the social, economic and cultural status of women in the course of adjustment are needed. Similarly, household and other statistical surveys that contain data, disaggregated by sex on topics such as household income by source, access to public services, change in consumer prices, etc., have to be developed and implemented.

68. In general, while having a negative impact on women in many respects, the economic crisis provides an opportunity for - indeed forces - the rethinking of approaches to development. Solving the negative consequences for women and improving the well-being of all people in society - men and women - can be achieved if the full potential of women to contribute to the development process can be encouraged by the policies adopted by governments. The emphasis is not on the negative aspects of the current crisis but on the prospect that carefully articulated improvements in policies that can lead to an increase in the quality of the society and in national income. The Nairobi Forward-Looking Strategies is an important instrument to be used as a guideline on women's issues in all spheres of development and in formulating policies, strategies and research activities relative to the current economic crisis and its structural adjustment programmes. Problems emerging from the crisis require a long-term perspective and policies which fall within the kinds of strategies clearly set out in the Forward-Looking Strategies.

69. To review further the activities undertaken and being initiated to implement the Strategies in order to bring about changes in the socio-economic conditions of women in Africa, the following part of the report will provide a sectoral analysis of the activities and changes taking place.

## IV. SECTORAL ANALYSIS

### A. Employment

70. With the changing perception of the role of women in connection with various socio-economic developments over the decade, and particularly as a result of their dramatic increased participation in the labour market, more concerted efforts have been undertaken by governments and international organizations to guarantee respect for the principle of non-discrimination in all areas of employment, training and working conditions.

71. Since 1985, most governments have taken minimal measures to create job opportunities for women in the formal sector because of the effect of structural adjustment policies to reduce workers in the public sector in order to curb inflation and other economic factors. In Senegal, recent measures established include full salary (to working mothers) during maternity leave and the national employment fund which is responsible for rehabilitation and placement of women in jobs.

72. At the decision-making level, there has been an increase in the number of women holding decision-making/key positions in the public and private sector. Table 7 gives an indication of this trend.

73. In the services sector, there is a marked improvement in female employment in most African countries eventhough the proportion of women professionals has increased less rapidly than that of men. Table 2 on the economically active population in the services sector (1981-1987) shows that in Algeria, Cape Verde, Egypt, the Libyan Arab Jamahiriya, Mauritius and Seychelles, more than 50 per cent of the economically active population is female. By comparison, tables 1, 2 and 3 on the economically active population (female): sectoral distribution in agriculture, services and industry (1981-1987) respectively, show that the participation of women in Africa as a whole is highest in agriculture and lowest in industry. However, the situation varies from subregion to subregion and from country to country within the subregions. For example, table 3 shows that women in North Africa are more economically active in the industrial sector (e.g., Tunisia and Morocco) than women in Central Africa.

74. According to research (research on women and scientific professionals in Africa) recently undertaken in Swaziland and Sierra Leone, it was found that within the major and larger industrial establishments there are very few women employed as professionals in scientific and technical areas.

75. Employment in the informal sector continues to play a key role and a hope for survival for a greater majority of women and the urban poor. According to a recent issue of UNDP News (August 1988), 19/ women in Zambia account for 65 per cent ownership and 55 per cent employment in the informal, small-scale enterprise sector. In many countries, particularly in West Africa, a great number of women are involved in the informal sector, usually in small-scale projects.

76. INSTRAW's programme on women in the informal sector attempts to devise ways of measuring women's activities in this area. An accurate evaluation of the activities of women in the informal sector will improve the overall measurement of their participation in the labour force, reveal the hidden or underestimated unemployment of women, and throw light on their contribution to the national economic product. 20/ INSTRAW is organizing a meeting in 1989 to examine the impact of macro-economic policy on women in the informal sector.

77. As mentioned earlier, ATRCW has initiated and is implementing a UNDP-funded project in the informal sector in Zambia, the Gambia, the Congo and Burkina Faso. National workshops in these countries and seminars at subregional and regional levels will be conducted in 1989 and 1990.

78. In general, although many countries (such as Senegal, Egypt, Cameroon and Botswana to mention just a few) have initiated and are involved in income-generating activities, e.g., handicrafts, gardening, textiles, etc., but many of these projects are centred on charitable activities. Projects in the informal sector should prove themselves more viable, economically sound and self-supporting. In some instances, it has been reported that women who own businesses are confronted with numerous economic constraints which reduce the viability of their business.

Table 1. ECONOMICALLY ACTIVE POPULATION: SECTORAL DISTRIBUTION - FEMALE AGRICULTURE (in percentage)

| Subregion, country | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 |
|---|---|---|---|---|---|---|---|
| NORTH AFRICA | 43.85 | 43.10 | 42.35 | 41.70 | 41.10 | 40.35 | 39.65 |
| Algeria | 9.95 | 9.45 | 8.90 | 8.40 | 7.90 | 7.40 | 6.90 |
| Egypt | 18.95 | 18.25 | 17.70 | 17.10 | 16.60 | 16.15 | 15.55 |
| Libyan Arab Jamahiriya | 38.20 | 36.55 | 34.85 | 33.20 | 31.50 | 30.95 | 30.50 |
| Morocco | 34.65 | 34.30 | 33.95 | 33.65 | 33.40 | 32.75 | 32.10 |
| Sudan | 86.40 | 85.70 | 85.05 | 84.35 | 83.75 | 82.80 | 82.05 |
| Tunisia | 31.75 | 30.40 | 29.10 | 27.75 | 26.40 | 25.60 | 24.80 |
| WEST AFRICA | 73.45 | 73.10 | 72.70 | 72.40 | 72.05 | 71.75 | 71.25 |
| Benin | 73.60 | 72.80 | 71.85 | 71.15 | 70.35 | 69.35 | 68.50 |
| Burkina Faso | 86.10 | 85.95 | 85.75 | 85.55 | 85.30 | 85.05 | 84.80 |
| Cape Verde | 30.00 | 29.05 | 28.15 | 27.25 | 25.70 | 25.00 | 24.30 |
| Côte d'Ivoire | 74.45 | 73.85 | 73.30 | 72.75 | 72.30 | 71.70 | 71.15 |
| Gambia | 92.85 | 92.65 | 92.50 | 92.30 | 92.20 | 91.95 | 91.70 |
| Ghana | 51.55 | 51.00 | 50.45 | 49.90 | 49.40 | 48.80 | 48.25 |
| Guinea | 87.60 | 86.95 | 86.45 | 85.80 | 85.10 | 84.45 | 83.75 |
| Guinea-Bissau | 91.75 | 91.55 | 91.40 | 91.20 | 91.05 | 90.90 | 90.75 |
| Liberia | 85.60 | 85.00 | 84.00 | 83.45 | 82.55 | 82.05 | 81.55 |
| Mali | 78.15 | 77.85 | 77.65 | 77.40 | 77.05 | 76.65 | 76.40 |
| Mauritania | 86.30 | 85.95 | 85.55 | 85.20 | 84.90 | 84.30 | 83.80 |
| Niger | 93.95 | 93.65 | 93.45 | 93.15 | 92.90 | 92.70 | 92.55 |
| Nigeria | 68.80 | 68.55 | 68.30 | 68.10 | 67.90 | 67.60 | 67.25 |
| Senegal | 89.70 | 89.45 | 89.20 | 89.00 | 88.70 | 88.60 | 88.35 |
| Sierra Leone | 81.50 | 81.05 | 80.55 | 80.15 | 79.60 | 79.15 | 78.75 |
| Togo | 67.35 | 66.95 | 66.50 | 66.15 | 65.90 | 65.45 | 65.20 |
| CENTRAL AFRICA | 91.05 | 90.85 | 90.65 | 90.50 | 90.25 | 90.05 | 89.80 |
| Burundi | 97.85 | 97.85 | 97.80 | 97.80 | 97.80 | 97.80 | 97.80 |
| Cameroon | 77.45 | 77.00 | 76.45 | 76.05 | 75.55 | 75.00 | 74.35 |
| Central African Republic | 74.25 | 73.90 | 73.15 | 72.80 | 72.25 | 71.85 | 71.30 |
| Chad | 86.65 | 86.40 | 86.00 | 85.70 | 85.35 | 85.05 | 84.70 |
| Congo | 85.95 | 85.75 | 85.25 | 85.10 | 84.60 | 84.15 | 83.40 |
| Equatorial Guinea | 84.90 | 84.35 | 83.75 | 83.20 | 82.60 | 82.65 | 81.45 |
| Gabon | 87.40 | 86.75 | 86.15 | 85.50 | 84.90 | 84.30 | 83.65 |
| Rwanda | 97.90 | 97.90 | 97.85 | 97.85 | 97.80 | 97.70 | 97.60 |
| Sao Tomé and Principe | 76.80 | 76.05 | 75.30 | 74.55 | 73.80 | 73.05 | 72.30 |
| Zaire | 94.55 | 94.40 | 94.20 | 94.00 | 93.90 | 93.70 | 93.50 |

Table 1 (cont'd)

| Subregion, country | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 |
|---|---|---|---|---|---|---|---|
| EASTERN AND SOUTHERN AFRICA | 89.75 | 88.35 | 88.00 | 87.65 | 87.30 | 86.95 | 86.55 |
| Angola | 88.95 | 88.70 | 88.50 | 88.25 | 88.00 | 87.65 | 87.30 |
| Botswana | 84.95 | 84.20 | 83.40 | 82.65 | 81.90 | 81.00 | 80.15 |
| Comoros | 87.20 | 86.80 | 86.40 | 86.05 | 85.70 | 85.10 | 84.55 |
| Djibouti | 88.10 | 87.85 | 87.55 | 87.25 | 87.00 | 86.70 | 86.45 |
| Ethiopia | 84.55 | 84.15 | 83.75 | 83.35 | 82.90 | 82.50 | 82.05 |
| Kenya | 85.80 | 85.50 | 84.90 | 84.50 | 84.10 | 83.65 | 83.10 |
| Lesotho | 88.95 | 88.40 | 87.85 | 87.30 | 86.75 | 86.05 | 85.35 |
| Madagascar | 93.20 | 92.70 | 92.50 | 92.20 | 91.80 | 91.25 | 90.75 |
| Malawi | 93.65 | 93.35 | 93.00 | 92.75 | 92.45 | 92.20 | 91.75 |
| Mauritius | 30.20 | 29.45 | 28.65 | 27.90 | 27.10 | 26.45 | 25.80 |
| Mozambique | 97.00 | 96.95 | 96.90 | 96.85 | 96.80 | 96.75 | 96.70 |
| Seychelles | 7.10 | 7.10 | 7.10 | 7.10 | 7.10 | 7.15 | 7.15 |
| Somalia | 89.00 | 88.65 | 88.20 | 87.85 | 87.40 | 86.65 | 86.15 |
| Swaziland | 82.15 | 81.75 | 81.45 | 81.10 | 80.75 | 80.25 | 79.70 |
| Tanzania, United Republic of | 91.50 | 91.15 | 90.80 | 90.45 | 90.15 | 89.85 | 89.45 |
| Uganda | 88.10 | 87.50 | 86.90 | 86.30 | 85.80 | 85.35 | 84.80 |
| Zambia | 87.55 | 86.35 | 85.15 | 83.95 | 82.75 | 82.50 | 82.30 |
| Zimbabwe | 81.75 | 81.50 | 81.20 | 80.95 | 80.65 | 80.40 | 80.05 |
| TOTAL AFRICA | 80.75 | 80.25 | 79.85 | 79.45 | 79.05 | 78.65 | 78.15 |

Source: ECA secretariat.

Table 2. ECONOMICALLY ACTIVE POPULATION: SECTORAL DISTRIBUTION - FEMALE SERVICES (in percentage)

| Subregion, country | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 |
|---|---|---|---|---|---|---|---|
| NORTH AFRICA | 35.15 | 35.55 | 35.95 | 36.25 | 36.50 | 37.00 | 37.45 |
| Algeria | 67.85 | 68.05 | 68.30 | 68.45 | 68.65 | 68.85 | 69.05 |
| Egypt | 63.85 | 64.20 | 64.40 | 64.65 | 64.80 | 64.95 | 65.25 |
| Libyan Arab Jamahiriya | 48.25 | 49.55 | 50.90 | 52.20 | 53.55 | 53.70 | 53.85 |
| Morocco | 31.15 | 31.30 | 31.50 | 31.65 | 31.75 | 32.00 | 32.25 |
| Sudan | 9.50 | 10.00 | 10.45 | 10.95 | 11.35 | 12.05 | 12.50 |
| Tunisia | 22.50 | 22.85 | 23.25 | 23.75 | 24.50 | 24.75 | 24.95 |
| WEST AFRICA | 20.40 | 20.60 | 20.85 | 21.05 | 21.30 | 21.50 | 21.90 |
| Benin | 23.00 | 23.75 | 24.55 | 25.20 | 25.85 | 26.70 | 27.45 |
| Burkina Faso | 10.35 | 10.45 | 10.60 | 10.70 | 10.90 | 11.10 | 11.30 |
| Cape Verde | 47.90 | 48.70 | 49.40 | 50.15 | 51.50 | 52.05 | 52.55 |
| Côte d'Ivoire | 20.45 | 20.95 | 21.30 | 21.80 | 22.15 | 22.60 | 23.05 |
| Gambia | 4.85 | 5.05 | 5.15 | 5.30 | 5.40 | 5.60 | 5.80 |
| Ghana | 32.30 | 32.65 | 33.00 | 33.40 | 33.70 | 34.05 | 34.45 |
| Guinea | 7.15 | 7.50 | 7.80 | 8.20 | 8.60 | 8.90 | 9.25 |
| Guinea-Bissau | 6.55 | 6.65 | 6.70 | 6.80 | 6.85 | 6.95 | 7.05 |
| Liberia | 12.85 | 13.40 | 14.35 | 14.85 | 15.70 | 16.15 | 16.60 |
| Mali | 18.40 | 18.65 | 18.80 | 19.00 | 19.30 | 19.65 | 19.85 |
| Mauritania | 10.35 | 10.50 | 10.70 | 10.80 | 10.85 | 11.20 | 11.55 |
| Niger | 5.90 | 6.20 | 6.40 | 6.65 | 6.90 | 7.10 | 7.25 |
| Nigeria | 24.40 | 24.55 | 24.65 | 24.75 | 24.85 | 25.05 | 25.35 |
| Senegal | 7.95 | 8.15 | 8.35 | 8.50 | 8.70 | 8.80 | 9.00 |
| Sierra Leone | 14.80 | 15.15 | 15.55 | 15.80 | 16.25 | 16.60 | 16.90 |
| Togo | 25.20 | 25.50 | 25.85 | 26.10 | 26.25 | 26.65 | 26.85 |
| CENTRAL AFRICA | 7.25 | 7.40 | 7.55 | 7.65 | 7.90 | 8.05 | 8.25 |
| Burundi | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 |
| Cameroon | 19.35 | 19.60 | 20.00 | 20.20 | 20.50 | 20.80 | 21.30 |
| Central African Republic | 22.15 | 22.45 | 23.15 | 23.45 | 23.90 | 24.20 | 24.60 |
| Chad | 12.25 | 12.45 | 12.75 | 13.00 | 13.30 | 13.55 | 13.85 |
| Congo | 12.30 | 12.45 | 12.85 | 12.95 | 13.35 | 13.70 | 14.30 |
| Equatorial Guinea | 12.25 | 12.65 | 13.05 | 13.45 | 13.85 | 14.25 | 14.65 |
| Gabon | 10.05 | 10.60 | 11.10 | 11.55 | 11.95 | 12.40 | 12.95 |
| Rwanda | 1.45 | 1.45 | 1.45 | 1.45 | 1.50 | 1.50 | 1.55 |
| Sao Tomé and Principe | 19.40 | 20.05 | 20.65 | 21.30 | 21.90 | 22.55 | 23.15 |
| Zaire | 3.95 | 4.05 | 4.25 | 4.40 | 4.45 | 4.60 | 4.75 |

Table 2 (cont'd)

| Subregion, country | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 |
|---|---|---|---|---|---|---|---|
| EASTERN AND SOUTHERN AFRICA | 8.20 | 8.55 | 8.80 | 9.05 | 9.30 | 9.55 | 9.85 |
| Angola | 9.40 | 9.65 | 9.80 | 10.05 | 10.25 | 10.55 | 10.85 |
| Botswana | 12.95 | 13.60 | 14.15 | 14.75 | 15.30 | 16.00 | 16.65 |
| Comoros | 10.10 | 10.60 | 11.15 | 11.65 | 12.10 | 12.80 | 13.45 |
| Djibouti | 9.70 | 10.05 | 10.40 | 10.85 | 11.15 | 11.45 | 11.75 |
| Ethiopia | 9.10 | 9.30 | 9.45 | 9.65 | 9.85 | 10.00 | 10.25 |
| Kenya | 11.40 | 11.55 | 12.10 | 12.40 | 12.70 | 13.05 | 13.45 |
| Lesotho | 9.00 | 9.45 | 9.90 | 10.35 | 10.80 | 11.30 | 11.75 |
| Madagascar | 5.05 | 5.30 | 5.60 | 5.80 | 6.15 | 6.55 | 6.95 |
| Malawi | 4.00 | 4.15 | 4.30 | 4.40 | 4.50 | 4.60 | 4.85 |
| Mauritius | 56.70 | 57.35 | 58.00 | 58.65 | 59.35 | 59.85 | 60.30 |
| Mozambique | 2.20 | 2.20 | 2.25 | 2.30 | 2.30 | 2.35 | 2.40 |
| Seychelles | 85.05 | 84.00 | 82.90 | 81.85 | 80.75 | 79.70 | 78.60 |
| Somalia | 9.25 | 9.65 | 10.10 | 10.50 | 10.95 | 11.70 | 12.25 |
| Swaziland | 14.45 | 14.65 | 14.80 | 15.00 | 15.20 | 15.55 | 15.95 |
| Tanzania, United Republic of | 6.85 | 7.25 | 7.70 | 8.10 | 8.55 | 8.85 | 9.30 |
| Uganda | 9.85 | 10.35 | 10.80 | 11.30 | 11.65 | 12.00 | 12.40 |
| Zambia | 9.70 | 10.85 | 12.05 | 13.20 | 14.40 | 14.60 | 14.75 |
| Zimbabwe | 14.65 | 14.80 | 15.05 | 15.20 | 15.45 | 15.65 | 15.90 |
| TOTAL AFRICA | 14.15 | 14.50 | 15.05 | 15.05 | 15.35 | 15.60 | 15.95 |

Source: ECA secretariat.

Table 3. ECONOMICALLY ACTIVE POPULATION: SECTORAL DISTRIBUTION - FEMALE INDUSTRY (in percentage)

| Subregion, country | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 |
|---|---|---|---|---|---|---|---|
| NORTH AFRICA | 21.00 | 21.35 | 21.70 | 22.05 | 22.40 | 22.65 | 22.90 |
| Algeria | 22.20 | 22.50 | 22.80 | 23.15 | 23.45 | 23.75 | 24.05 |
| Egypt | 17.20 | 17.55 | 17.90 | 18.25 | 18.60 | 18.90 | 19.20 |
| Libyan Arab Jamahiriya | 13.55 | 13.90 | 14.25 | 14.60 | 14.95 | 15.35 | 15.65 |
| Morocco | 34.20 | 34.40 | 34.55 | 34.70 | 34.85 | 35.25 | 35.65 |
| Sudan | 4.10 | 4.30 | 4.50 | 4.70 | 4.90 | 5.15 | 5.45 |
| Tunisia | 45.75 | 46.75 | 47.65 | 48.50 | 49.10 | 49.65 | 50.25 |
| WEST AFRICA | 6.15 | 6.30 | 6.40 | 6.55 | 6.65 | 6.75 | 6.85 |
| Benin | 3.40 | 3.45 | 3.60 | 3.65 | 3.80 | 3.95 | 4.05 |
| Burkina Faso | 3.55 | 3.60 | 3.65 | 3.75 | 3.80 | 3.85 | 3.90 |
| Cape Verde | 22.10 | 22.25 | 22.45 | 22.60 | 22.80 | 22.95 | 23.15 |
| Côte d'Ivoire | 5.10 | 5.20 | 5.40 | 5.45 | 5.55 | 5.70 | 5.80 |
| Gambia | 2.30 | 2.30 | 2.35 | 2.35 | 2.40 | 2.45 | 2.50 |
| Ghana | 16.15 | 16.35 | 16.55 | 16.70 | 16.90 | 17.15 | 17.30 |
| Guinea | 5.25 | 5.55 | 5.75 | 6.00 | 6.30 | 6.65 | 7.00 |
| Guinea-Bissau | 1.70 | 1.80 | 1.90 | 2.00 | 2.10 | 2.15 | 2.20 |
| Liberia | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 | 1.85 |
| Mali | 3.45 | 3.50 | 3.55 | 3.60 | 3.65 | 3.70 | 3.75 |
| Mauritania | 3.35 | 3.55 | 3.75 | 4.00 | 4.35 | 4.50 | 4.65 |
| Niger | 0.15 | 0.15 | 0.15 | 0.20 | 0.20 | 0.20 | 0.20 |
| Nigeria | 6.80 | 6.90 | 7.05 | 7.15 | 7.25 | 7.35 | 7.40 |
| Senegal | 2.35 | 2.40 | 2.45 | 2.50 | 2.55 | 2.60 | 2.65 |
| Sierra Leone | 3.70 | 3.80 | 3.90 | 4.05 | 4.15 | 4.25 | 4.35 |
| Togo | 7.45 | 7.55 | 7.65 | 7.75 | 7.85 | 7.90 | 7.95 |
| CENTRAL AFRICA | 1.70 | 1.75 | 1.80 | 1.85 | 1.85 | 1.90 | 1.95 |
| Burundi | 1.05 | 1.05 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 |
| Cameroon | 3.20 | 3.40 | 3.55 | 3.75 | 3.95 | 4.20 | 4.35 |
| Central African Republic | 3.60 | 3.65 | 3.70 | 3.75 | 3.85 | 3.95 | 4.10 |
| Chad | 1.10 | 1.15 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 |
| Congo | 1.75 | 1.80 | 1.90 | 1.95 | 2.05 | 2.15 | 2.30 |
| Equatorial Guinea | 2.85 | 3.00 | 3.20 | 3.35 | 3.55 | 3.70 | 3.90 |
| Gabon | 2.55 | 2.65 | 2.75 | 2.95 | 3.15 | 3.30 | 3.40 |
| Rwanda | 0.65 | 0.65 | 0.65 | 0.70 | 0.70 | 0.75 | 0.80 |
| Sao Tomé and Principe | 3.80 | 3.90 | 4.05 | 4.15 | 4.30 | 4.40 | 4.55 |
| Zaire | 1.50 | 1.55 | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 |

Table 3 (cont'd)

| Subregion, country | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 |
|---|---|---|---|---|---|---|---|
| EASTERN AND SOUTHERN AFRICA | 3.05 | 3.10 | 3.20 | 3.30 | 3.40 | 3.50 | 3.60 |
| Angola | 1.65 | 1.65 | 1.70 | 1.70 | 1.75 | 1.80 | 1.85 |
| Botswana | 2.10 | 2.20 | 2.45 | 2.60 | 2.80 | 3.00 | 3.20 |
| Comoros | 2.70 | 2.60 | 2.45 | 2.30 | 2.20 | 2.10 | 2.00 |
| Djibouti | 2.20 | 2.10 | 2.05 | 1.90 | 1.85 | 1.85 | 1.80 |
| Ethiopia | 6.35 | 6.55 | 6.80 | 7.00 | 7.25 | 7.50 | 7.70 |
| Kenya | 2.80 | 2.95 | 3.00 | 3.10 | 3.20 | 3.35 | 3.45 |
| Lesotho | 2.05 | 2.15 | 2.25 | 2.35 | 2.45 | 2.65 | 2.90 |
| Madagascar | 1.75 | 1.80 | 1.90 | 2.00 | 2.10 | 2.20 | 2.30 |
| Malawi | 2.35 | 2.50 | 2.70 | 2.85 | 3.05 | 3.20 | 3.40 |
| Mauritius | 13.10 | 13.20 | 13.35 | 13.45 | 13.55 | 13.70 | 13.90 |
| Mozambique | 0.80 | 0.85 | 0.85 | 0.85 | 0.90 | 0.90 | 0.90 |
| Seychelles | 7.85 | 8.90 | 10.00 | 11.05 | 12.15 | 13.20 | 14.30 |
| Somalia | 1.75 | 1.70 | 1.70 | 1.65 | 1.65 | 1.60 | 1.60 |
| Swaziland | 3.45 | 3.60 | 3.75 | 3.90 | 4.05 | 4.20 | 4.35 |
| Tanzania, United Republic of | 1.65 | 1.60 | 1.50 | 1.45 | 1.30 | 1.30 | 1.25 |
| Uganda | 2.05 | 2.15 | 2.30 | 2.40 | 2.55 | 2.65 | 2.80 |
| Zambia | 2.75 | 2.80 | 2.80 | 2.85 | 2.85 | 2.90 | 2.95 |
| Zimbabwe | 3.60 | 3.70 | 3.75 | 3.85 | 3.90 | 3.95 | 4.00 |
| TOTAL AFRICA | 5.10 | 5.25 | 5.35 | 5.50 | 5.60 | 5.75 | 5.90 |

Source: ECA secretariat.

### 3. Education and training

79. Education is a major factor in the modern economy that determines the level of participation of women in the various sectors of the economy. The modern economy demands that an individual has a certain level of education to obtain a reasonably well-paid occupation or to effectively take advantage of the various economic opportunities available. Women in Africa have been confronted with a low level of literacy which in many cases has been one of the major obstacles preventing them from participating fully in the development of their respective countries.

80. Nevertheless, over the last 10 years, there has been modest progress in the participation of female students at all levels of the school system, particularly at the primary school level. The increased enrolment of girls in primary school is largely the result of government development plans and the fact that education at the primary level is free in many countries of the region. In Botswana, for example, female students constitute over 50 per cent of the primary and junior secondary enrolments. In 1983, female

students in Botswana made up 53 per cent of the enrolment in Form III compared to 42 per cent in Form V and 40 per cent in university. 21/ In Swaziland, the ratio of girls enrolled in secondary school is equally high. In 1987, for example, 5,586 girls were enrolled in Form I as compared to 4,987 boys. 22/ However, the number of female students decreases at the higher secondary level and hence at university level because of the female dropout rate in most African countries. There are certain social and cultural factors that negatively affect female participation at higher levels of the school system, such as the increasing rate of teenage pregnancies in secondary schools and marriage which continue to contribute significantly to the high female dropout rate.

81. In the case of Botswana for example, in 1985, a total of 765 teenagers were reported to have dropped out of school, mainly due to pregnancy which alone accounted for 64 per cent of female dropouts and 52 per cent of all dropouts. 24/ Attrition rates among girls at all levels of education in Kenya have been reported to be very high. 25/ Pregnancy is one of the major factors contributing to this attrition. The high rate of female dropouts at all levels of the education system has also been observed in a recent study conducted in Sierra Leone. 26/

82. Table 4 shows the enrolment of students at the primary school level (1982-1986) while table 5 shows enrolment at the secondary level (1982-1985). As can be seen in table 4, enrolment of females in many countries in the region is close to 50 per cent while in other countries such as Botswana and Lesotho, female enrolment is more than 50 per cent of male enrolment. At the second level of education in countries such as Burkina Faso, the Congo, Ethiopia, Ghana, Kenya, Lesotho, Morocco and Tunisia, table 5 shows an increase of female enrolment close to 49 per cent, and even then enrolment is still low.

83. In Benin, the educational reform attaches special importance to the schooling of young girls. In this connection, a joint UNESCO/UNFPA project on "Education and its relevance to family life" is underway in schools. 27/

84. With respect to non-formal education, national literacy programmes in such African countries as Botswana, Egypt, Ghana, Kenya, the Niger, Nigeria, the United Republic of Tanzania and Zimbabwe have been the largest sustained adult education programmes with women being the majority of the participants. Efforts are being made to link these national literacy programmes with functional skills, income-generating activities and extension services.

85. In the area of science and technology, recent studies undertaken (in Kenya, Sierra Leone and Swaziland) on women and scientific professions have established the marginal representation of girls/women in science-based training programmes and professions. 28/ The main factors for this low representation according to the research findings are, among others:

(a) Social and cultural attitudes towards the education of girls, e.g., the belief that certain tasks are more suitable for men than for women;

Table 4. STUDENTS ENROLLED AT FIRST LEVEL OF EDUCATION
(in thousands)

| Subregion, country | Males | | | | | Females | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 1982 | 1983 | 1984 | 1985 | 1986 | 1982 | 1983 | 1984 | 1985 | 1986 |
| NORTH AFRICA | 8,309 | 8,561 | 8,693 | 8,987* | 9,284* | 5,865* | 6,134 | 6.278 | 6,492* | 6,714* |
| Algeria | 1,867 | 1,914 | 1,946 | 1,991* | 2,035* | 1,375 | 1,423 | 1,469 | 1,502* | 1,535* |
| Egypt | 2,949 | 3,094 | 3,248 | 3,401* | 3,560* | 2,088 | 2,247 | 2,352 | 2,463* | 2,578* |
| Libyan Arab Jamahariya | 380 | 399 | 417 | 437* | 454* | 342 | 354 | 369 | 385* | 402* |
| Morocco | 1,521 | 1,536 | 1,415 | 1,430* | 1,447* | 922 | 931 | 864 | 876* | 887* |
| Sudan | 936 | 944 | 971 | 1,001* | 1,030* | 643 | 655 | 675 | 695* | 716* |
| Tunisia | 656 | 674 | 696* | 727* | 758* | 495 | 524 | 549 | 571* | 596* |
| WEST AFRICA | 11,963 | 11,790 | 11,959* | 12,202* | 12,457* | 8,691 | 8,807 | 8,906* | 9,100* | 9,301* |
| Benin | 289 | 287 | 296 | 296 | 296 | 139 | 142 | 148 | 148* | 159* |
| Burkina Faso | 145 | 175 | 198 | 221* | 246* | 92 | 102 | 115 | 130* | 145* |
| Cape Verde | 28 | 28 | 29* | 29* | 30* | 27 | 27 | 28* | 28* | 29* |
| Côte d'Ivoire | 673 | 684 | 713 | 743* | 775* | 462 | 476 | 496* | 517* | 538 |
| Gambia | 34 | 38 | 41* | 46* | 52* | 19 | 23 | 25 | 28* | 31* |
| Ghana | 887 | 930 | 825 | 827* | 834* | 688 | 723 | 640 | 650* | 655* |
| Guinea | 167 | 166 | 193 | 201* | 207* | 81 | 80 | 91 | 95* | 97* |
| Guinea-Bissau | 50 | 50 | 50* | 50* | 50* | 24 | 25 | 26* | 26* | 26* |
| Liberia | 155 | 163 | 171 | 180* | 189* | 95 | 100 | 105 | 110* | 115* |
| Mali | 187 | 188 | 190 | 192* | 193* | 109 | 111 | 112 | 113* | 114* |
| Mauritania | 65 | 68 | 72 | 75* | 79* | 42 | 44* | 46* | 48* | 51* |
| Niger | 157 | 167 | 175 | 183* | 191* | 88 | 94 | 98* | 103* | 108* |
| Nigeria | 8,348 | 8,052 | 8,175* | 8,297* | 8,420* | 6,307 | 6,332 | 6,423* | 6,519* | 6,616* |
| Senegal | 273 | 298 | 320 | 336* | 353* | 180 | 198 | 213 | 234* | 255* |
| Sierra Leone | 208 | 218 | 230 | 242* | 255* | 143 | 151* | 160* | 168* | 177* |
| Togo | 297 | 278 | 281* | 284* | 287* | 195 | 179 | 181* | 183* | 185* |
| CENTRAL AFRICA | 4,717 | 4,849 | 5,029* | 5,206* | 5,404* | 3,550 | 3,696 | 3,866* | 4,018* | 4,169* |
| Burundi | 152 | 180 | 203 | 211* | 219* | 101 | 121 | 141 | 146* | 153* |
| Cameroon | 878 | 851 | 891 | 921* | 960* | 699 | 713 | 744 | 784* | 819* |
| Central African Republic | 176 | 192 | 203 | 215* | 228* | 95 | 99 | 105 | 111* | 117* |
| Chad | 197 | 204 | 209 | 218* | 229* | 72 | 75 | 79 | 81* | 84* |
| Congo | 217 | 229 | 236 | 243* | 253* | 206 | 214 | 223 | 234* | 243* |
| Equatorial Guinea | 26 | 32 | 34 | 36* | 38* | 24 | 30 | 32 | 34* | 36* |
| Gabon | 84 | 87 | 91 | 94* | 98* | 82 | 85 | 87 | 90* | 94* |
| Rwanda | 386 | 402 | 407 | 417* | 428* | 361 | 360 | 375* | 385* | 395 |
| Sao Tomé and Principe | 8 | 8 | 8 | 8* | 8* | 8 | 8 | 8* | 8* | 8* |
| Zaire | 2,593 | 2,664 | 2,747 | 2,843* | 2,943* | 1,902 | 1,991 | 2,072* | 2,145* | 2,220* |

Table 4 (cont'd)

| Subregion, country | Males | | | | | Females | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 1982 | 1983 | 1984 | 1985 | 1986 | 1982 | 1983 | 1984 | 1985 | 1986 |
| EASTERN AND SOUTHERN AFRICA | 11,371 | 11,553 | 11,982* | 12,477* | 12,970* | 9,488 | 9,774 | 10,112* | 10,620* | 11,011* |
| Angola | 642 | 666* | 697* | 729* | 764* | 536 | 567* | 594* | 622* | 651* |
| Botswana | 88 | 92 | 99 | 106 | 113* | 99 | 106 | 111 | 117 | 123* |
| Comoros | 38* | 40* | 43* | 44* | 47* | 27 | 28 | 29 | 31* | 32* |
| Djibouti | 12 | 13 | 14* | 15* | 16* | 9 | 9 | 10 | 11* | 12* |
| Ethiopia | 1,587 | 1,561 | 1,684* | 1,721* | 1,814* | 924 | 937 | 949* | 1,054* | 1,112* |
| Kenya | 2,179 | 2,250 | 2,269 | 2,435 | 2,513 | 2,006 | 2,074 | 2,111 | 2,268 | 2,331 |
| Lesotho | 119 | 126 | 131 | 139 | 142 | 159 | 164 | 166 | 175 | 177 |
| Madagascar | 884 | 885 | 935 | 957 | 1,004 | 783 | 817 | 863 | 883 | 926 |
| Malawi | 502 | 488 | 515 | 530* | 550* | 367 | 359 | 384 | 401* | 415* |
| Mauritius | 69 | 68 | 67 | 71 | 73 | 68 | 68 | 67 | 70 | 71 |
| Mozambique | 712 | 667 | 694* | 726* | 760* | 535 | 496 | 523* | 548* | 573* |
| Seychelles | 7 | 7 | 7 | 7* | 7* | 7 | 7 | 7 | 7* | 7* |
| Somalia | 142 | 142 | 143 | 144* | 145* | 77* | 79* | 80* | 81* | 82* |
| Swaziland | 62 | 64 | 67 | 70* | 74* | 62 | 64 | 67 | 70* | 74* |
| Tanzania | 1,816 | 1,828 | 1,845 | 1,878* | 1,911* | 1,697 | 1,725 | 1,772* | 1,804* | 1,837* |
| Uganda | 928 | 964 | 1,009 | 1,057* | 1,107* | 689 | 728 | 762* | 797* | 834* |
| Zambia | 594 | 632 | 663 | 693* | 726* | 528 | 562 | 587* | 615* | 643 |
| Zimbabwe | 990 | 1,060 | 1,100 | 1,155* | 1,204* | 915 | 984 | 1,030 | 1,066* | 1,111* |
| TOTAL AFRICA | 36,360 | 36,753 | 37,663* | 38,872* | 40,115* | 27,594 | 28,411 | 29,162* | 30,230* | 31,195* |

Source: ECA secretariat.

Table 5. STUDENTS ENROLLED AT SECOND LEVEL OF EDUCATION
(number)

| Subregion, country | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | 1982 | 1983 | 1984 | 1985 | 1982 | 1983 | 1984 | 1985 |
| NORTH AFRICA | ... | ... | ... | ... | ... | ... | ... | ... |
| Algeria | ... | 898,562 | 1,001,399* | 1,128,961* | ... | 574,000 | 640,000* | 722,000* |
| Egypt | 1,890,000 | 1,953,000 | ... | ... | 1,199,000 | 1,249,000 | ... | ... |
| Libyan Arab Jamahariya | 199,626 | ... | ... | ... | 141,000 | ... | ... | ... |
| Morocco | 590,891 | 631,983 | 683,999 | 723,907 | 377,000 | 414,000 | 446,000 | 465,000 |
| Sudan | 273,814 | 297,981 | 302,698 | ... | 182,000 | 209,000 | 219,000 | ... |
| Tunisia | 221,550 | 238,712 | 253,044 | 274,050 | 134,000 | 149,000 | 166,000 | 184,000 |
| WEST AFRICA | ... | ... | ... | ... | ... | ... | ... | ... |
| Benin | 39,804* | 87,958* | 85,316 | ... | 36,881 | 35,926 | 35,266 | ... |
| Burkina Faso | 21,635 | 23,567 | 28,498 | 35,574 | 10,970 | 12,337 | 15,345 | 17,991 |
| Cape Verde | ... | 2,815* | ... | ... | ... | 1,876* | ... | ... |
| Côte d'Ivoire | 171,406 | 176,387 | 186,761 | ... | 80,720 | 75,030 | 80,040* | ... |
| Gambia | 8,639 | 10,028 | 11,111 | 11,172 | 3,785 | 4,402 | 4,802 | 4,746 |
| Ghana | 755,710 | 471,946 | 468,551 | 512,283* | 273,855 | 281,719 | 282,641 | 313,980* |
| Guinea | 68,880 | 70,433 | 73,964 | 68,261 | 25,968 | 27,286 | 27,157 | 24,493* |
| Guinea-Bissau | 6,754 | 7,816 | 7,378 | ... | 1,678 | 1,818 | 2,006 | ... |
| Liberia | ... | ... | ... | ... | ... | ... | ... | ... |
| Mali | 50,726 | 82,426 | ... | ... | 19,727* | 20,792 | ... | ... |
| Mauritania | ... | ... | ... | ... | ... | ... | ... | ... |
| Niger | 32,017* | 33,032* | ... | ... | 13,077* | 14,156* | ... | ... |
| Nigeria | 2,525,044 | 2,599,681* | ... | ... | 867,142* | 961,526* | ... | ... |
| Senegal | 73,581 | 76,357 | 81,358 | ... | 36,356 | 37,204 | 40,138 | ... |
| Sierra Leone | ... | ... | ... | ... | ... | ... | ... | ... |
| Togo | 89,302 | 76,902 | 69,106 | ... | 29,804 | 25,084 | 21,884 | ... |
| CENTRAL AFRICA | ... | ... | ... | ... | ... | ... | ... | ... |
| Burundi | 13,410 | 14,358 | 15,736 | ... | 6,507 | 7,066 | 8,248 | ... |
| Cameroon | 174,580 | 186,643 | 203,854 | ... | 99,080 | 109,895 | 124,569 | ... |
| Central African Republic | 40,972 | ... | 42,997 | 36,665 | 14,396 | ... | 15,107 | 12,882 |
| Chad | ... | ... | 38,667 | ... | ... | ... | 6,945 | ... |
| Congo | 123,732 | 118,401 | 116,435 | 125,725 | 85,983 | 83,182 | 86,473 | 96,908 |
| Equatorial Guinea | 3,625* | ... | ... | ... | 743* | ... | ... | ... |
| Gabon | 19,657 | 21,456 | ... | ... | 13,035 | 14,704 | ... | ... |
| Rwanda | 9,082 | 9,764 | 10,852 | 11,898 | 5,148 | 4,997 | 5,691 | 6,235 |
| Sao Tomé and Principe | 3,593 | 3,668 | ... | ... | 2,303 | 2,436 | ... | ... |
| Zaire | 1,276,885 | 1,541,526 | ... | ... | 494,292 | 610,374 | ... | ... |

Table 5 (cont'd)

| Subregion, country | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | 1982 | 1983 | 1984 | 1985 | 1982 | 1983 | 1984 | 1985 |
| EASTERN AND SOUTHERN AFRICA | | ... | ... | ... | ... | ... | ... | ... |
| Angola | ... | ... | ... | ... | 55,000* | ... | ... | ... |
| Botswana | ... | 11,441 | 14,000 | 16,981 | ... | 14,000 | 17,000 | 19,000 |
| Comoros | ... | ... | ... | ... | ... | ... | ... | ... |
| Djibouti | 3,744 | 4,049 | 4,197 | 4,323 | 2,185 | 2,282 | ... | 2,718 |
| Ethiopia | 372,297 | 373,691 | 399,801 | 399,865 | 163,000 | 208,000 | 229,000 | 256,000 |
| Kenya | 267,435 | 308,108 | 319,893 | 271,068* | 182,000 | 209,000 | 213,000 | 166,000* |
| Lesotho | 11,162 | 12,327 | 13,422 | 14,372 | 17,000 | 20,000 | 20,000 | 21,000 |
| Madagascar | ... | ... | 318,013* | ... | ... | ... | 212,000* | ... |
| Malawi | 14,626 | 16,316 | [illegible] | ... | 6,000 | 6,000 | 7,000 | ... |
| Mauritius | 40,984 | 41,233 | 40,105 | 38,319 | 37,000 | 37,000 | 35,000 | 34,000 |
| Mozambique | 76,841 | 84,374 | 95,364 | 104,490 | 32,000 | 37,000 | 41,000 | 47,000 |
| Seychelles | 1,375 | 1,671 | 1,941 | 1,978 | 1,793 | 1,896 | 1,948 | 1,997 |
| Somalia | 43,008 | 41,821 | ... | ... | 20,934 | 21,434 | ... | ... |
| Swaziland | ... | ... | ... | ... | 13,000 | 14,000 | ... | ... |
| Tanzania | 51,695 | 53,173 | 54,895* | 60,412* | 27,000 | 29,000 | 30,000* | 34,000* |
| Uganda | 97,412 | ... | ... | ... | 43,000 | ... | ... | ... |
| Zambia | 71,273 | ... | ... | ... | 39,000 | ... | ... | ... |
| Zimbabwe | 133,852 | 187,397 | ... | ... | 94,000 | 129,000 | ... | ... |
| TOTAL AFRICA | ... | ... | ... | ... | ... | ... | ... | ... |

Source: ECA secretariat.

(b) Inadequate infrastructure and facilities (inadequately equipped science laboratories), especially in girls' schools;

(c) The streamlining into practical and non-practical subjects which occurs in many schools also prevents girls from taking subjects which provide an early introduction to the use of measuring devices, simple calculations relating to practical work, and to other laboratory manipulative skills which are essential in building confidence to tackle a subject like physics; and

(d) All three case studies reported the poor performance of girls in junior and secondary schools in science subjects, particularly in maths, physics and chemistry.

86. The above factors imply that fewer girls than boys are enrolled in science subjects. It is also implied that the majority of girls and women are cut off at an early age from a wide range of careers and interests in science-based training programmes. Many girls leaving school operate in an environment full of machinery and labour-saving devices. They should be exposed to science so that they can effectively participate in science- and technological-based activities.

87. The present approach to science education could therefore be enriched by ensuring that girls are encouraged to take science subjects and technical subjects should not be regarded as an option for the academically less gifted. In a world dominated so heavily by technology, there should be a greater integration between science and technical subjects that could produce a curriculum which ensures that girls take geometrical drawing along with other science subjects.

## C. Law and legislation

88. The United Nations Convention on the Elimination of All Forms of Discrimination Against Women is, in essence, an international bill of rights for women. As of October 1986, 91 countries had acceded to or ratified the Convention. 29/ The Nairobi Forward-Looking Strategies urge (paragraph 60) member States to sign the Convention and to take all the necessary steps to ensure that they ratify or accede to it. Table 6 below shows the number of African States that have now ratified the Convention:

Table 6. COUNTRIES RATIFYING THE CONVENTION
(position as at 1 September 1987)

| Part of world | Number ratifying before 28/7/85 | Number ratifying after 26/7/85 | Number not ratifying |
|---|---|---|---|
| All Africa | 17 (33%) | 8 (16%) | 26 (51%) |
| Rest of world | 61 (51%) | 8 ( 7%) | 51 (42%) |
| Total world | 78 (46%) | 16 ( 7%) | 77 (45%) |

Source: United Nations, Human Rights: Status of International Instruments 1987.

89. Table 6 shows that 49 per cent of African States have now ratified the Convention, compared to 58 per cent in the rest of the world and that 16 per cent of the African States have ratified in the two years following the Nairobi Forward-Looking Strategies which may be an indication of a larger impact of the Strategies in Africa.

90. In view of the above, what is required now is the implementation of the Convention by, for example, revising some laws such as the marriage, employment and education acts, etc., to accommodate women's equality issues. Some governments are already doing this by establishing law review commissions and/or committees.

91. The Cameroon Government for instance has signed the Convention while ratification is in progress. Some legislation has been modified in the field of demography, health, education, training, employment and agriculture to adapt to the requirements for the advancement of women. However, the Government of Niger has neither signed nor ratified the Convention even though it shows a willingness to do so. 30/

92. In Botswana, a Law Reform Committee has been established to look into the law and legislation in particular as they relate to women. The Women's Guide to the Law: an outline of how the law affects every woman and her family in Botswana has also been established.

93. In general, it has been realized that the majority of women in Africa are not aware of their legal rights. In addition to establishing law review commissions and/or committees as has been done in Botswana, Ghana, Malawi, Mauritius, Nigeria, and the United Republic of Tanzania, action-oriented strategies with a view to changing the socio-economic and legal position of women need to be developed.

## D. Women at the decision-making level and legislation

94. The visible and public exercise of power by women is controversial in many societies. In most African countries, very few women are in politics. Political participation is a key issue for women because it is an indicator of their status as well as a tool to improve their condition in society. In many African countries, women have the right to vote and they do vote; the mere act of voting, however, cannot be regarded as a measure of political consciousness or participation. In many instances, poor rural and urban women are mobilized during political campaigns to vote. In such situations, women vote in high numbers but they do not participate in any other political activities in particular at the decision-making level.

95. Although there has been an increase in the number of women entering the arena of decision-making and power, their success has, however not been easy. They had and still have to struggle against considerable odds in order to succeed in politics as well as getting into key positions in the government, parastatal organizations and institutions. There are still very few women in those areas of activity to which access is, in most cases, restricted to those who hold higher academic qualifications. This situation has limited and continues to limit women's access to economic, social and political power. Thus, for instance, it is still very difficult for women to gain a foothold in those professions which bestow recognition and influence, especially when they are financially highly rewarding.

96. According to the information received from Gabon, Kenya, Madagascar, the Niger, Senegal, Swaziland, the United Republic of Tanzania and Uganda, politically, women are represented in various organs and committees from the village/district level to the central government level. Besides their participation in political parties, committees, etc., more and more women are being appointed to key positions both in the public and private sectors. In Senegal, for example, women participate in all levels of decision-making: governmental, parliamentary, diplomatic and community. 31/

97. In the United Republic of Tanzania, for example, in the general election of 1985, 25 out of 244 seats were filled by women members of parliament. In order to encourage women to exercise their political rights and to enlighten the general mass on the importance of involving women in politics, the Party and Government decided to reserve 15 parliamentary seats for women. 32/ In Madagascar, a good number of women occupy key positions at the decision-making level in legislative bodies as well as in elective posts. 33/

98. Between 1981 and 1987, the mayor of the economic capital of Gabon was a woman. In addition, 6.25 per cent of the permanent secretaries, 9.4 per cent directors, 10 per cent of the first secretaries in embassies, 12.5 per cent of the district attorneys. 34/ Further details on women in decision-making bodies and in positions of responsibility in Gabon is presented in table 7.

99. In general, although the number of women in high positions and at the decision-making level has increased, the situation is still very unsatisfactory. Table 7 gives a summary of the number of women in key positions in the countries for which information was available.

## V. PROBLEMS/CONSTRAINTS, RECOMMENDATIONS AND CONCLUSIONS

### A. Problems/constraints

100. Based on the ATRCW missions undertaken and information received from various countries, problems and constraints such as structure, policy measures, human and financial resources, information/data have been observed.

#### (a) Structure

101. Structure is one of the major problems faced by WID programmes. Structural problems are seen in terms of the location of women's affairs units in ministries. In most cases, national machineries are not located at a high central position within the government bureaucracy and are inadequately financed and usually understaffed.

#### (b) Policy measures

102. Many countries have not yet adopted a national policy on women in development which is necessary for action towards enhancing the participation of women in national development.

Table 7. WOMEN IN DECISION-MAKING POSITIONS IN DIFFERENT PUBLIC SERVICE SECTORS

| Country | Minister/ Deputy Ministers | Diplomat/ Ambassadors | Perm.Sec Deputy Perm Sec | Commis-sioners | Director/ Deputy Directors and Managers | Judges Magistrates | Members of Parliament |
|---|---|---|---|---|---|---|---|
| Botswana (1987) | 1 | | 1 Deputy | | | 2 | |
| Gabon | 5 Deputies | 1 | | | 1 | | 25 National Assembly 75 Regional Assemblies |
| Madagascar | 1 | | | | 1 | | 1 |
| Niger | 1 | | | | 3 | | |
| Senegal | 3 | | | 1 | 9 pub.sec. 4 priv.sec. | | 18 2 Vice Chair Women |
| Swaziland (1986) | | | | 4 Under-Sec. | 190 priv. sector 1025 pub. sector | | 4 |
| Tanzania | 4 1 Deputy | 1 | 1 | 3 | 3 | | 25 |
| Uganda | 2 3 Deputies | 3 | 2 6 Under-Sec. | 1 | 26 priv. & Para-statal sec. | 2 4 Chief Magistrates | 2 |

Source: Responses received from the countries on the ECA questionnaire and other communications.

(c) Information data

103. There is lack of data on women on which to assess the participation of women and in their contribution to national development. Accordingly, the available data is not disaggregated. For purposes of influencing planning on gender issues, the statistical data base and information systems are important entry points. Gender disaggregated data and analysis based on their information gives a concrete and objective basis for advocating gender responsiveness in planning.

## B. Suggestions/recommendations

104. Based on the problems and constraints outlined above and within the context of this paper, the following suggestions are advanced for governments and agencies concerned and involved in WID considerations:

(a) Education and training

(i) attrition rates among girls at all levels of education are very high with pregnancy as a major contributing factor. There is a need for government policy and programmes to rehabilitate young unmarried school girls;

(ii) access to science- and technology-based training programmes should be provided for girls;

(b) Structural adjustment programmes

(i) measures to reduce the negative effects of adjustment on women and policies which can compensate its adverse impact are needed. For instance in employment, jobs (e.g., in the services) where women predominate should be protected and maintained;

(ii) government should ensure the participation of national machinery in the early stages of policy formulation and implementation;

(c) Employment

(i) improvement programmes for women in the informal sector should be developed emphasizing reconstruction of physical facilities for the improvement of the work environment and access to productive facilities such as credit, marketing and training;

(d) Agriculture

Governments and agencies should consider enhancing the role of women in agriculture by providing:

(i) appropriate labour and time-saving devices to cater for all agricultural activities such as ploughing, weeding, harvesting, transporting, preserving and processing of food;

(ii) access to land and training in agricultural extension work;

(iii) farm implements, fertilizers, high-quality seeds and agricultural extension services in order to improve the input/output ratio;

(e) Health and nutrition

Governments should increase the level of participation of women during policy formulation of family health programmes as they are the key implementors and beneficiaries of these policies;

(f) Women at the decision-making level

(i) leadership training programmes to prepare women for taking up political responsibilities in position of high standing should be organized and provided for. Placing women in the mainstream of development should be a major objective of the government;

(ii) there is a need for increasing the representation of women in local level development committees as well as equipping them to effectively influence decisions;

(g) National policy on women in development

Women's visibility in national development plans should be a priority. Hence, national development strategies should be developed taking into consideration clearly structured production systems, allocation of national resources to basic production sectors, and policy of action aimed at involving women in national planning exercises;

(h) Data/information

Not enough information and data on the situation of women is available in most countries. In this regard, the following need to be considered:

(i) national central statistical offices should carry out a survey to assess women's contribution to national development;

(ii) national machineries should work in close collaboration with professional men and women in the mass media (radio and television) to sensitize the WID concept and dissemination of information on WID;

(iii) national machineries should develop information networks with government ministries, training and research institutes and non-governmental organizations;

(iv) research on gender issues should be undertaken and findings disseminated to users;

(v) national machineries should develop a mechanism for monitoring, reviewing and appraising the implementation of the Strategies;

(vi) development of a data bank on WID at the national level should be given priority consideration; and

(vii) statistical offices and other structures should be strengthened so that they can collect and analyse gender disaggregated data with policy and planning implications.

## C. Conclusions

105. Since 1985 and within the framework of the Strategies, some social and economic changes in favour of women in most countries in Africa have been to some extent apparent in different sectors. Governments have increasingly recognized the significant contribution of women to national development as evidenced by the efforts made by some to strengthen the women's national machineries and/or women's affairs units in the ministries in which they are located. Zimbabwe and Uganda for example have created ministries in charge of women's affairs.

106. The implementation of the Strategies, however, has been slow because of various factors such as financial and human resources, lack of national policy and commitments by some governments to WID programmes.

107. Nevertheless, even if it is an exceedingly slow process, changes have occurred in various spheres of development. In the employment sector, there is an undeniable tendency for women to move into the professional categories which were, until only recently, occupied almost exclusively by men. In education and training, there have been an increase of girls' enrolment at all levels of the education system. For instance, Botswana, Lesotho and Swaziland are reported to have the highest female enrolment at both primary and secondary levels in Africa. However, one setback for girls is their low enrolment in science-based training programmes.

108. At the decision-making level, Gabon, Mauritius, Senegal, the United Republic of Tanzania and Uganda have introduced measures to increase the participation of women in key responsible positions both in the public and private sectors. The situation, however, is still unsatisfactory.

109. Much indeed still remains to be done, but the essential thing is that governments have to make crucial commitments if they are to effectively implement the Forward-Looking Strategies for the Advancement of Women to the year 2000 and to ensure the changing socio-economic conditions of women.

**FOOTNOTES**

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27/ Women and Scientific Professions in Africa: A Case Study, commissioned by ECA, September 1988 (in Kenya, Sierra Leone and Swaziland).

28/ It's Our Move Now, a community action guide to the United Nations Nairobi Forward-Looking Strategies for the Advancement of Women, International Women's Tribune Centre, New York, September 1987.

29/ Niger response to ECA/ATRCW questionnaire.

30/ ECA/MULPOC/NIA/87/V/WD, March 1987.

31/ Tanzania response to ECA/ATRCW questionnaire.

32/ Madagascar response to ECA/ATRCW questionnaire.

33/ Gabon response to ECA/ATRCW questionnaire.

UNITED NATIONS
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E/ECA/ATRCW/ARCC.X/89/7
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ECONOMIC COMMISSION FOR AFRICA

Tenth Meeting of the Africa Regional
Coordinating Committee for the
Integration of Women in Development

23 - 25 March, 1989
Addis Ababa, Ethiopia

NOTE ON THE: FOURTH REGIONAL CONFERENCE ON THE INTEGRATION OF WOMEN IN DEVELOPMENT ON THE IMPLEMENTATION OF THE 'ARUSHA STRATEGIES FOR THE ADVANCEMENT OF WOMEN IN AFRICA

## BACKGROUND

1. The ECA Conference of Ministers Resolution 365 (XIV) adopted on 27 March, 1979 in Rabat, Kingdom of Morocco stipulates that a Regional Conference on Women in Development of all member states should be convened every three years to promote the advancement of African women. Actually the first Regional Conference was held in Nouakchott, Mauritania in 1977 where the above resolution was proposed to the ECA Conference of Ministers. The second Regional Conference took place in Lusaka, Zambia in 1979 and the third Conference was held in Arusha, Tanzania in 1984. The meeting in Tanzania was an African Regional Preparatory Conference for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women's Equality, Development and Peace which was held in Nairobi in 1985. The Regional Preparatory Conference held in Tanzania in 1984 was organised with the Organisation of African Unity (OAU) and adopted an all encompassing strategies for women entitled the 'Arusha Strategies for the Advancement of African Women beyond the United Nations Decade for Women.

## THE ARUSHA STRATEGIES

2. The Arusha Forward-Looking Strategies for the Advancement of African Women beyond the United Nations Decade for Women are long-term plans for the advancement of African women, principally as agents in development, up to and beyond the year 2000. They incorporate and elaborate on the Lagos Plan of Action's recommendation on women and development.

According to the strategies, the sectors where attention must be given to women both in the analysis of the prevailing situation in the measures taken are agriculture and food production, desertification, health, education and human resources development, industry and environment. The strategies also dealt at length with the problems of refugee and displaced women in Africa and peace and apartheid in South Africa and Namibia.

The strategies are the result of a careful analysis of the progress made and obstacles encountered by African women in trying to realize the goals of the United Nations Decade for Women: Equality, Development, and Peace. A widely accepted view at the Tanzania Conference was that women's development in Africa was inextricably bound to the problem of peace and Africa's development in general, and no significant progress could be achieved for women outside the overall development strategy of the region. The Arusha conference concluded that the "overall development strategy" currently being envisaged for Africa should have as its central concern the objective of equality for all, men and women, as a precondition for development. In the Decade various development plans and projects showed that full utilization of this human capital (women) has not been seriously undertaken, though some awareness of its potential was evident. This is the reason for the modest progress made in the past ten years.

The strategies indicate that the impediments to recognition of women are varied and complex: they have their roots in the cultural, historical and colonial past of the African continent. Only a concerted and integrated approach is likely to enhance the contribution and visibility of women.

Finally, the Regional Intergovernmental Meeting for the World Conference to Review and Appraise the Achievement of the United Nations Decade for Women: Equality, Development and Peace/Third Regional Conference on the Integration of Women in Development which met in Arusha, 8 - 12 October 1984, mentioned above, adopted a resolution entitled "Implementation of the Arusha Strategies for African Women". Paragraph two of that resolution requested all African Governments to take appropriate steps to harmonize their national development plans with the objectives and integrated approach of the Arusha Strategies.

3. The strategies were considered by the ECA Conference of Ministers in 1985, Resolution 535 paragraph 4, reads as follows:-

The Conference of Ministers:

"Adopts the report of the Third Regional Conference on the Integration of Women in Development and requests Governments and the institutions concerned to begin to apply the Arusha Forward-Looking Strategies on the Advancement of Women in Africa beyond the United Nations Decade for Women contained in that report".

Fourth Regional Conference:

4. On the occasion of the adoption of the Arusha strategies a resolution called upon "the Organisation of African Unity (OAU) and the Economic Commission for Africa (UNECA) to convene a regional conference to review and appraise the implementation of the Arusha Strategies not later than 1990 and before the year 2000".

The Africa region, like other regions of the world, has been guided since July 1985 by the Nairobi Forward-Looking Strategies for the Advancement of Women. These global strategies that marked the end of the United Nations Decade for Women incorporated the Arusha Strategies for the Advancement of women in Africa beyond the United Nations Decade for Women adopted in October 1984. As stated above, the Arusha Strategies took into consideration Africa's socio-economic needs and stage of development. They aimed at a greater integration of women in the development process, and improving women's conditions focussing on seven key areas, namely: agriculture and food productions; impact of desertification on women's condition, industrial development for Africa; human resources development; peace and apartheid in South and Namibia; refugee and displaced women; monitoring changes in the situation of women in Africa.

In order to meet this demand the UNECA is planning to organise the Fourth Regional Conference on the Integration of Women from 12 - 16 September 1989 in the Federal Republic of Nigeria. The Conference will be attended by ECA member states and various observers from international Governmental organisations and non-governmental organisations as well as UN institutions.

5. The expected outcome of the conference are:-

(a) A thorough review and assessment on the degree or implementation of the Arusha Strategies by Governments, UN-bodies, NGOs, etc.

(b) To consider new emerging socio-economic problems that are affecting the lives of women.

(c) If necessary to re-assess the priorities given in the Arusha Strategies and make appropriate recommendations.

The Draft Provisional Agenda and Draft Programme of Work of the Regional Conference are attached as Annex I and II of this document.

ANNEX I

E/ECA/ATRCW/ARCC.X/89/7

Fourth Regional Conference on the Integration of Women in Development

18 - 22 September, 1989

Proposed Provisional Agenda

1. Opening of the Meeting
2. Election of Officers
3. Adoption of the Agenda and organisation of work
4. Implementation of the Arusha Strategies for the Advancement of Women in Africa beyond the end of the United Nations Decade for Women: country perspectives
5. Implementation of the Arusha Strategies for the Advancement of Women in Africa beyond the end of the United Nations Decade for Women: regional perspectives
6. Strategies for improving Women's access to education and training in science and technologies
7. Progress report, implementation of the project: "Improving African women's role in informal sector production and management".
8. The situation of women and children under apartheid
9. Flow of resources to women's programmes in the context of African food and debt crisis
10. Adoption of the report

ANNEX II

E/ECA/ATRCW/ARCC.X/89/7

ECONOMIC COMMISSION FOR AFRICA

Fourth Regional Conference on the
Integration of Women in Development and
on the Implementation of the Arusha
Strategies for the Advancement of women
in Africa

12 - 16 September, 1989
Lagos, Nigeria

# DRAFT PROGRAMME OF WORK

# DRAFT PROGRAMME OF WORK

## TUESDAY 12 SEPTEMBER, 1989

### Morning

| | | |
|---|---|---|
| 9:00 - 10:00 Hrs | : | Registration of Participants |
| 10:00 - 12:00 " | : | Opening Ceremony (Agenda Item 1) |
| 12:00 - 13:00 " | : | (a) Election of Officers (Agenda Item 2) |
| | | (b) Adoption of the Agenda and organisation of work (Agenda Item 3) |

### Afternoon

| | | |
|---|---|---|
| 15:00 - 18:00 Hrs | : | Implementation of the Arusha Strategies on the advancement of Women in Africa beyond the end of the United Nations Decade for Women: Country reports (Agenda Item 4) |

## WEDNESDAY 13 SEPTEMBER, 1989

### Morning

| | | |
|---|---|---|
| 9:00 - 13:00 Hrs | : | Agenda Item 4 (continues) |

### Afternoon

| | | |
|---|---|---|
| 15:00 - 18:00 | : | Implementation of the Arusha Strategies forthe advancement of women in Africa beyond the end of the United Nations Decade for Women: Regional Perspectives (Agenda Item 5) |
| | : | Discussion |

## THURSDAY 14 SEPTEMBER, 1989

### Morning

| | | |
|---|---|---|
| 9:00 - 10:00 Hrs | : | Strategies for Improving Women's Access to Education and training in science and technology (Agenda Item 6) |

| | | |
|---|---|---|
| 10:00 - 11:00 | : | Progress Report Implementation of Project: Improving African Women's Role in informal sector Production and Management (Agenda Item 7) |
| 11:00 - 13:00 | : | Discussion of Agenda Item 6 and 7 |

Afternoon

| | | |
|---|---|---|
| 15:00 - 16:00 | : | Flow of Resources to Women's Programmes in the context of the African Food and Debt Crisis (Agenda Item 8) |
| 16:00 - 17:00 | : | Women and Children under Apartheid Updated Review (Agenda Item 9) |
| 17:00 - 18:00 | : | Discussion of Agenda Item 8 and 9 |

FRIDAY 15 SEPTEMBER, 1989

Morning

| | | |
|---|---|---|
| 10:00 - 12:00 | : | Celebration of the Tenth Anniversary of the African Regional Co-ordinating Committee on the Integration of Women in Development (ARCC) |

12:00 - 13:00

Afternoon

I S F R E E

SATURDAY 16 SEPTEMBER, 1989

Morning

| | | |
|---|---|---|
| 9:00 - 11:00 | : | Adoption of Resolutions |
| 11:00 - 13:00 | : | Adoption of Report |

Afternoon

| | | |
|---|---|---|
| 15:00 - 16:00 | : | Closing Ceremony |

'istr. : LIMITED

E/ECA/ATRCW/ARCC.X/89/8
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ECONOMIC COMMISSION FOR AFRICA

Tenth Meeting of the
Africa Regional Co-ordinating Committee for
the Integration of Women in Development

23 - 25 March, 1989
Addis Ababa, Ethiopia

LC/NAIROBI

# REPORT OF THE TENTH MEETING OF THE AFRICA REGIONAL COORDINATING COMMITTEE FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT

## A. PARTICIPATION AND ORGANISATION OF WORK

1. The tenth meeting of the Africa Regional Co-ordinating Committee (ARCC) for the Integration of Women in Development was held at the ECA Headquarters in Addis Ababa, Ethiopia, from 23 to 25 March, 1989.

2. Seven out of the 15 member States of ARCC were represented at the meeting: Ghana, Kenya, Mauritania, Morocco, Rwanda, Zaire and Zimbabwe. Five member States of the ECA: Ethiopia, Niger, Nigeria, Côte d'Ivoire, Tanzania attended the meeting as observers. The meeting was also attended by the following organisations in the United Nations system and or specialised agencies as observes: United Nations Development Programme (UNDP), United Nations Development Fund for Women (UNIFEM), United Nations Children's Fund (UNICEF), Food and Agricultural Organisation (FAO), the World Health Organisation (WHO) and the International Labour Organisation (ILO), inter-governmental and non-governmental organisations attending as observers were: Organisation of African Unity (OAU), Lutheran World Federation (LWF), Inter-African Committee on Traditional Practices affecting the health of women and children (IAC), and Women International Democratic Federation (WIDF).

### Opening Ceremony (Agenda Item 1)

3. The opening ceremony was attended by Comrade Mengesha Haile, Department Head, Ministry of Labour and Social Affairs of the People's Democratic Republic of Ethiopia. Some government officials of the People's Democratic Republic of Ethiopia also attended the opening ceremony. The opening ceremony was presided over by the President of ARCC who also served as the Chairperson of the ARCC meeting.

4. In welcoming the members of ARCC and observers to the tenth meeting of ARCC, the representative of the People's Democratic Republic of Ethiopia acknowledged the efforts made by ARCC in co-ordinating sub-regional programmes on women. He referred to the serious problems such as drought, illiteracy, lack of primary health-care and unemployment which are affecting a large portion of the African continent and further compounded by international inflation, recession and the unfavourable terms of world trade.

5. The Lagos Plan of Action that was designed to redress these problems he said, gave special attention to the emancipation of women. Continuing, he said that it was not possible to achieve stronger economies and accelerated growth without the full participation of women who constitute half of the population of Africa.

6. Continuing, he referred to the steps taken at the international level to forward the issue of women namely: the proclamation of the United Nations Decade for Women declared by the World Conference of the International Women's Year in 1975 and the Declaration on the participation of women in promoting peace and cooperation which was adopted by the General Assembly at its 37th Session. These declarations and the formulation of the Arusha and Nairobi Forward-Looking Strategies, he said, have provided the framework for developing and promoting women in development programmes.

7. He stressed that strategies mooted for emancipating women should take into consideration the questions of the liberation of our societies as a whole from the dictates of backward cultures and traditional practices that deprive women from full political, social and economic participation.

8. In discussing the efforts made by the Government of Socialist Ethiopia with regard to women issues, he referred specifically to the creation of the revolutionary Ethiopian Women's Association (REWA) in 1980 which has facilitated the contributions of women to the development of the country. He said that the objectives of the Association centres on creating the necessary conditions that enable women to exercise their rights. He further informed the meeting that the Ministry of Labour and Social Affairs was responsible and mandated to "follow up women's affairs".

9. Finally, he pointed out that owing to the critical role of women, special attention should be given to the promotion of their equal participation. Though tremendous achievement have been attained, he said that countries were still far from making significant changes in the socio-economic conditions of women in Africa.

10. The Executive Secretary of ECA, Professor Adebayo Adedeji welcomed all participants to ECA to deliberate on the programme for women in Africa. In his statement, he said that the situation of African women at the end of the 80s has had both positive and negative developments. He recalled the wide range of activities that had been undertaken by the United Nations family, NGOs and by governments, for the advancement of women since the Arusha and Nairobi Conferences.

11. High-lighting some of the positive developments he pointed out that in the employment sector, there had been a tendency for women to move into the professional categories which were, until only recently occupied almost exclusively by men. Continuing, he said that at the decision-making level, some governments such as Senegal, Tanzania, Mauritania, Gabon and Uganda have established measures to increase the participation of women in key responsible positions both in the public and private sectors.

12. Despite these positive developments, he recognised that women have been adversely affected by the crisis still confronting African economies. On this issues, he particularly referred to the Africa's external debt and the debt servicing situation which were steadily worsening. He said that the total external debt of the region now stands at US$230 billion, with a debt service ratio of over 40%, on average. With regard to women, he said, the burden was increasing instead of decreasing, infant mortality was rising, more and more babies were being born underweight and women were working harder than ever before in order to keep life going. The full impact of the African economic and social crisis on women, he continued, had not, however, been fully revealed because of lack of empirical data and analysis.

13. Turning to the United Nations effort to give greater prominence to women issues, the Executive Secretary pointed out that the status of the women's programme in the Medium Term Plan, 1992 to 1997, had been elevated by making it stand on its own as Advancement of women, instead of as one element in Social Development. This move, he said, demonstrates the United Nations commitment to improving the status of women.

14. Touching on the forthcoming Fourth Regional Conference on the implementation of the Arusha Strategies, he informed the meeting that the First Lady of the Federal Republic of Nigeria had accepted to host the Conference. The Conference will be held in Abuja, Nigeria, from 18 to 22 September, 1989. On this issue, he reminded members of ARCC on their responsibility as planners of the Fourth Regional Conference. Continuing, he said that it was his hope that the women will utilize the Conference to develop programmes and activities that will genuinely empower women to play a major role in the development of the continent.

15. Finally, the Executive Secretary referred to the ARCC Tenth Anniversary which will be celebrated this year. While discussing the programme for celebration this landmark during the Fourth Regional Conference, he said that, it would be a unique opportunity for all members to publicise the work of the Committee. ARCC he said, was now an institution and hence there was need to ensure its permanency and its strengthening in the future. He proposed to ARCC members to consider a longer mandate for the Committee and if possible holding elections during the Regional Conferences.

16. Referring to the theme of the Conference of Ministers, "Search for an African Alternative to Structural Adjustment Programme", the Executive Secretary concluded his statement by calling on ARCC members participation in TEPCOW and the Conference of Ministers as well as their contribution to the discussion in these meetings.

17. Following the Executive Secretary's statement, the President of ARCC presented her report document E/ECA/ATRCW/ARCC.X/89/2, by welcoming the presence of the ECA Executive Secretary at the meeting and reminding those present of his key role in the establishment and continued survival of ARCC. The President emphasized the need to create ways of ensuring the longevity of the Committee, and its related organs as ARCC is the only regional governmental/ECA permanent body in the Africa region having decentralized structures and mandate to support and promote the socio-economic interests of African women.

18. The President reviewed some of the key recommendations and resolutions adopted at the last ARCC meeting in Niamey, Niger, last year. Governments and United Nations agencies were urged to take into account the guidelines of the Arusha and Nairobi Forward Looking Strategies in their development of projects for women. Increased assistance for national women's machineries in the form of data banks and documentation units was recommended. Governments were also urged to improve and disseminate technologies that improve the quality of life for rural women. ARCC also appealed to governments and financial institutions to take appropriate measures in the field of domestic trade and the informal sector, in regards to the up-grading of technical and managerial skills of business women and traders and improving the infra-structure for women in the informal sector, and establishment of effective women's traders associations as reflected in the 1990-91 ECA/ATRCW Work Programme.

19. The President stated that the past two resolutions adopted in Niamey show ARCC's concern for the termination of the women co-ordinators at the MULPOC level. She stated that during a meeting with the Director of the Regional Bureau of Africa at UNDP, some measures that could be taken to address the situation were discussed.

20. In conclusion, the President mentioned the ad-hoc Expert Group meeting organised by ATRCW on guidelines for the incorporation of women's concerns in development planning. She emphasized the importance of the upcoming Fourth Regional Conference on the implementation of the Arusha Strategies to be held in September, 18 - 22 in Nigeria. The President also saluted ARCC. She stated that there are plans to hold world conferences after 1990 in regards to WID and that ARCC will assist the Africa region to effectively participate in such conferences. She concluded by saying that ARCC will have to face many new challenges, if it is to continue to be of vital interest to African women.

B. AGENDA

Adoption of the Agenda (agenda item 2)

21. The meeting adopted the following agenda:

1. Opening ceremony:

   a) Opening statement by the Representative of the People's Democratic Republic of Ethiopia.

   b) Statement by the Executive Secretary of ECA

   c) Report of the President of ARCC

2. Adoption of the agenda

3. Report to ARCC on the activities of the ECA programme for the advancement of women and report by the MULPOC

4. Report to ARCC on the meeting of the United Nations Commission on the status of women, the Board of Directors of INSTRAW and the Development Fund for Women (UNIFEM).

5. Report on the Ad-hoc Expert Group meeting on Guidelines for the Incorporation of women's concerns in National Development Plan.

6. Consideration of the report to the ECA Conference of Ministers on changing socio-economic conditions of women in Africa in the context of the Nairobi Forward Looking Strategies for the advancement of women.

7. Fourth Regional Conference on the Integration of Women in Development

8. Any Other Business

9. Adoption of the report

22. Following the adoption of the agenda above, the meeting proceeded with its deliberation with Ghana (current ARCC President) as Chairperson and Rwanda as Rapporteur.

C. ACCOUNT OF PROCEEDINGS

Statement of the Executive Secretary of ECA (agenda item 1 (b)

Report of the President of ARCC (agenda item 1 (c)

23. In the discussion that followed, the Conference participants raised the issue that the sub-regional committees could not carry out their work due to financial constraints. It was proposed that the mandate of ARCC and the sub-regional committees be prolonged by two years, in order to allow time for the resolving of the financial problems faced by the committees.

24. The President of ARCC recommended that the above proposal be presented to the ECA Conference of Ministers in the form of a resolution. A request was made to the Deputy Executive Secretary for recommendations or possible solutions for resolving the financial crisis of the sub-regional committees.

25. The Deputy Executive Secretary replied that the question of Women's Programmes at the MULPOCs was of major concern to the ECA Secretariat, but unfortunately the Secretariat did not have the resources to finance them. UNDP had provided support for all activities and the results had not been very positive. With regard to ECA regular budget, the financial crisis did not make room for any hope. The Deputy Executive Secretary also indicated that member States could emulate the example of Egypt, which had seconded one coordinator to the Tangiers MULPOC at its own cost. Another solution would be to sensitize the member States of each sub-region to allocate a portion of their pledge on 8 April 1989 to the Women's Programmes at the MULPOCs.

26. He noted further that it was not enough to provide funds for the payment of salaries of coordinators, because just as the case of the MULPOCs, there would still be the question of funds for trips and missions. The Deputy Executive Secretary conceded that there was a genuine problem and that when he attended the meeting of the Council of Plenipotentiaries of the Tangier MULPOC, an appeal had been made to the ECA Secretariat to assist in funding missions and trips of the coordinator. He reiterated his appeal to member States to pledge their contributions during the meeting of 8 April 1989. He indicated that the problem facing the coordinator at Tangier was being studied and he hoped that a solution would be found.

27. A question was posed to the secretariat as to the possibility of international donors financially assisting the sub-regional committees. In response, the secretariat explained the past role of UNDP in this area, and said ATRCW will continue to attempt to secure funds from donors. A suggestion was also presented that sub-regional institutions like the Preferential Trade Areas (PTA), the Southern Africa Development Coordination Conference (SADEC), the Economic Community of Central African States (ECCAS), the Economic Community of West African States (ECOWAS) and the Economic Community of the Great Lakes be approached for financial assistance. In conclusion, the President of ARCC stressed that the issue of financing is critical and that ARCC needs strong sub-regional structures that can undertake the responsibility of carrying out its work.

Report o ARCC on the Activities of the ECA programme for the advancement of women (agenda item 3)

28. Presenting the report on ECA activities on the integration of women in development, the Secretariat referred to the various legal instruments from which ECA derives its mandate for the planning and execution of the work-programme related to women issues at the regional, subregional and global levels. According to the report, the ECA work programme was pursued through ATRCW as well as other technical divisions of the ECA. During the period under review, (1988 - 1989), the focus was on improving women's role in food production particularly in agro-industries, improving women's role in the informal sector, developing their managerial and entrepreneurial capabilities and accessing them to credit.

29. ECA's programme for the integration of women in development within the period April 1988 to March 1989 focussed on: (i) promotional activities; (ii) institutional building within the UN system; and (iii) collaboration with other organisations interested in gender issues at subregional, regional and global levels.

30. The promotional activities in general covered training, research/studies, project implementation and information dissemination. Specifically, ECA/ATRCW carried out the following activities: A sub-regional seminar on improving women's Management skills was organised for French-speaking African countries and was held in Douala - Cameroun in December 1988, a regional seminar on the Role of Women in their contribution to Domestic and Intra-African Trade was organised by the International Trade and Finance Division of ECA in collaboration with ATRCW. The seminar was held in Niamey (Niger) in March 1988; Two evaluation missions were undertaken to Egypt and Botswana to examine the extent to which the Arusha and Nairobi Strategies are taken into account within national programmes and concerns of women in development, A workshop on project formulation for Portuguese-speaking African countries was organised and held in Sao Tome in May 1988.

31. An Expert Group Meeting on guidelines for the incorporation of women's issues and concerns in development planning/plans was held in Addis Ababa in November 1988. Two major projects were being implemented, they include: a SIDA-funded project on increasing women's access to credit which is being considered in depth on a pilot basis in Zambia, Rwanda and Ethiopia, and the UNDP-funded project on women in the informal sector. A third project being implemented is the Ford Foundation-funded project. It is a research project on women's role in agro-industries and the informal sector. Studies on women's role in agro-industries have been undertaken in Botswana, Lesotho, Tanzania and Zimbabwe, while the informal sector (under Ford Foundation-funded) has covered Kenya, Mauritius, Swaziland and Zimbabwe. The outcome of these studies will be published before the end of the year (1989).

32. As regards institutional building, ECA has continued to ensure the incorporation of women's concerns within the MULPOC programmes despite the present financial crisis which gave cause to the phasing out of the co-ordinators positions. The Gisenyi MULPOC for instance carried a study on extension services in agriculture and women in 1988 through funds obtained from the United Nations Trust Fund for African Development and has also kept up with its publication of "women and development". The Lusaka MULPOC completed a study on the participation of rural women in socio-economic development. The Yaounde MULPOC collaborated with ATRCW

in organising the sub-regional workshop on increasing women's management skills which was held in Douala Cameroun in November/December 1988. Through the efforts of ECA, the government of Egypt made available a woman co-ordinator for the Tangier MULPOC.

33. In terms of collaboration, it was reported that during the period under review, ECA/ATRCW collaborated with OAU, INSTRAW and UNIFEM in a subregional project on women in the informal sector. The project which is now being implemented was discussed and approved during the UNDP inter-agency meeting held in Banjul, the Gambia in March 1988. Other forms of collaboration include ECA/ATRCW's participation and attendance to meetings and other inter-agency activities.

34. The future thrusts of the programme would include mainly the improvement/increase of women in scientific and technical fields and the establishment of a data bank on women.

35. During the discussion which followed, participants queried the silence on the outcome of consultations between the UNDP and ECA on the possibility of reviving UNDP support and assistance towards the revival of women's programme at MULPOC level. The meeting was informed that no concrete commitment had been made by UNDP and that ARCC will be informed on whatever future developments. It was also brought to the attention of the meeting that ECA participation to the seminar on Women and Development Strategies and Development Planning in African countries organised by UNIFEM in Lome on 3 - 8 October 1988 had been omitted in the report and ATRCW was requested to include it.

Report to ARCC on the Meetings of INSTRAW Board of Trustees and UNIFEM
(agenda item 4)

36. Under this agenda item the ECA Secretariat indicated that the report did not cover the meeting on the commission on the status of women as the meeting was taking place from 29 March to 7 April 1989. The report of this meeting will therefore be incorporated in the current report when it is ready.

37. The Secretariat presented then the document E/ECA/ATRCW/ARCC.X/89/4. In the presentation, it was stated that INSTRAW was established as a result of a recommendation advanced at the 1975 World Conference of the International Women's Year and that the recommendation was endorsed by General Assembly Resolution No. 3520 (.XXX).

38. After a review of the background and mandate of INSTRAW, the report was then presented in three parts. This included: consultative meeting between the Regional Commissions and INSTRAW, meeting of the Board of Trustees Ninth Session, and consultations with UNIFEM.

39. Highlighting on issues discussed during the consultative meeting between the Regional Commissions and INSTRAW which was held 16 - 17 February 1989 two days before the ARC meeting, the Secretariat said that areas considered for possible future collaboration with INSTRAW included: research, training, information, documentation and communication, monitoring and evaluation methodologies.

40. In the area of information, documentation, and communication, it was stated that the Regional Commissions and INSTRAW appreciated the mutual exchange of publications that was currently taking place. Regional Commissions agreed to assist INSTRAW in the dissemination of INSTRAW NEWS and other material within their respective regions.

41. Turning to the Ninth Session of the Board of Trustees of INSTRAW which was held at the Institute's headquarters in Santo Domingo - the Dominican Republic from 20 - 24 February 1989, the Secretariat highlighted the major areas of co-operation discussed in this meeting. These areas included: the preparation and implementation of the System - Wide Medium Term Plan on Women and Development and the co-ordination of their strategies within the System - Wide Medium Term Plan for the period 1990 - 1995. Other areas the session considered for future collaboration were: research, training, information, documentation, communication, monitoring and evaluation methodologies.

42. It was noted that INSTRAW had been active through its participation in many meetings and involvement in several activities and programmes like producing training modules and packages, improving women's water supply and sanitation and financing policies for improving women's access to credit facilities.

43. In concluding the presentation on this part of the document, it was noted that Data collection, statistics production, methodologies and evaluation of programmes are among the essential prerequisites for the needed improvement on women's issues. The need for exchange of information, materials and experiences was also recognised and stressed.

44. Finally, the consultative meeting between ECA and UNIFEM which was held on 27 - 28 February 1989 was elaborated upon. It was said that the meeting focussed on collaborative arrangements particularly with regard to the Fourth Regional Conference on the Integration of Women in Development.

45. The meeting was informed that UNIFEM agreed to give ECA its support by financing studies for the conference. The studies agreed on included: strategies for improving women's access to education and training in science and technology, guidelines for incorporating women's concerns in development planning, and flow of resources to women's programmes in the context of the African Food and Debt Crisis. It was also noted that UNIFEM and INSTRAW have done a lot of studies on the issue of incorporating women's concerns in development planning. In this respect she said, ECA study in this field will draw experiences from UNIFEM and INSTRAW.

Discussion

46. In the discussion that followed, an observation was made that the report of ATRCW participation at the meeting of the Board of Trustees of INSTRAW should have focussed more on ATRCW's involvement. Gaps were also found in the information provided during ATRCW consultations with UNIFEM. It was accepted that these gaps be filled through information to be provided by the observer from UNIFEM.

Report to the African Regional Co-ordinating Committee on the Expert Group Meeting on Guidelines for the incorporation of women's concerns in National Development Plans E/ECA/ATRCW/ARCC.X/89/5 (agenda item 5)

47. In presenting the report, the ECA Secretariat informed the meeting that among the many reasons for this guide was the need to take concrete steps in overcoming the continuous oversight of women's issues and concerns in the drawing up of National Development Plans. It was also stated that the proposed guide serves the following purposes: provides the various users the "how to" of incorporating women's issues and concerns in their activities, provides the basis for resource planning that would incorporate women and provides information base on which to plan for women's needs and concerns.

48. In reporting, the Secretariat highlighted the major contributions at the expert meeting which among others were (1) Paper presentation on: (a) National Development Plans in Africa; Planning for Economic and Social Development in which the presenter pointed out the following: types of planning, characteristic of planning, current trend of planning in Africa and the constraints to planning. (b) Women and Development Planning an issue paper. This paper as was reported focussed on African crisis and women, factors that have brought about the crisis and the overdependence of country for external resources for funding the development plans which makes these plans very independable and fragile.

49. (2) Experiences in Development Planning by experts: The experiences endorsed the need for gender issue as an appropriate dimension in development planning that takes into consideration women's issues and concerns.

50. (3) Proposed chapters for the guidelines: The expert group in elaborating on the guidelines made the following inputs as necessary pre-conditions for the guidelines to be useful:- awareness of the need for gender bias planning, the need for demonstrable commitment, the need to identify and recognise responsibility centres that must positively impact on the planning process and inputs. Stress was made on the need for the compilation, processing and proper analysis of data that can clarify women's roles and conditions. As further pre-requisite, it was recommended that appropriate structural arrangements be institutionalised through which women can be integrated into national development.

Discussion

51. In the discussions that followed, comments were made on the effort of the Secretariat which was considered excellent and commendable. Questions were raised as to how the expert group was constituted and the reasons for the limited spread of representations at meetings. It was also observed that the Secretariat in the carrying out of itstasks must try to obtain the opinions and inputs of grassroots women who also have meaningful and genuine inputs to make on issues

of women particularly issues relevant to national development planning. Participants stressed the need for the Secretariat to make an effective use of the experts who spread all over Africa. It was further observed that ATRCW collaborate as best as possible with other agencies like UNIFEM who are doing work in the same area. The UNIFEM observer expressed her willingness to take part in any form of collaboration especially in the pulling together of the proposed guidelines on/for the incorporation of women's concerns in National Development Plans. In addition, it was observed that from experiences "main streaming" as opposed to "women only" programmes has been a more acceptable approach to integrating women in National Development Plans.

52. In responding to the questions and observations raised, the Secretariat commented that the experts were selected on their own merits. That the limited spread of representation was due most times to the financial constraints within which the Secretariat operates which limits it from paying for participants participation. The Secretariat further pointed out that appeals have been made to governments for the inclusion of women in their delegation who can come few days earlier to participate in the ARCC meeting and then stay on for the other meetings and this is one way out in addressing the question of limited spread of representation. The representative on behalf of the Secretariat assured the meeting that it had taken note of their questions and observations.

Report on Chaning Socio-Economic Conditions of Women in Africa in the Context of the Nairobi Forward Looking Strategies for the Advancement of Women E/ECA/ATRCW/ARCC.X/89/6 (Agenda Item 6)

53. In presenting this report, the Secretariat explained that this was a follow-up on the first report with the same title that was presented to the 1988 ECA Conference of Ministers in Niamey, Niger. The objective of this paper was to report on the various activities undertaken by member States, United Nations agencies and other organisations since the last meeting of the ECA Conference of Ministers. In addition, activities that went unreported last year as well as other relevant issues such as the impact of the economic crisis on women are included.

54. Various activities undertaken by the United Nations agencies in efforts to further integrate women in development were described. Agencies such as ILO, UNICEF, UNDP and FAO were said to be giving support to income generating activities for rural women in Egypt. The United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) had initiated a project promoting the involvement of women in new and renewable sources of energy. The activities of UNIFEM and UNICEF were also described among those of other United Nations agencies.

55. The activities of ATRCW, such as the expert group meeting on the guidelines for the incorporation of women's concerns in national development plans were also pointed out. A sub-regional seminar on measures to improve women's management skills in Douala, Cameroun, was also mentioned. In addition, studies undertaken in regards to the informal sector and agro-industries were among ATRCW activities undertaken during this period. . . .

56. The paper reported on the activities undertaken by member States as they continue to initiate programmes and projects as outlined in the Nairobi Forward Looking Strategies. Various activities carried out in the agricultural, employment, education, training, law and legislation sectors by various countries were also presented.

57. The impact of the economic crisis and the effects of the structural adjustment on women was discussed during the presentation. It was noted that United Nations Office at Vienna, Center for the Advancement of Women, held an inter-regional seminar last year on this subject.

58. A sectoral analysis of women's roles in employment, education and training law and legislation was also provided in the report.

59. Problems and constraints faced by women in general were provided as well as recommendations for solutions. In conclusion, the paper stated that despite some social and economic changes in favour of women, the implementation of the strategies has been slow, due to a number of constraints. The need for governments to make greater commitments in order to effectively implement the Forward Looking Strategies to the year 2000 was emphasized.

Discussion

60. During the discussion period, comments were made and questions raised focusing on information, statistical data and methodology used in preparing the report.

61. The Secretariat explained that the report was based on information, studies, discussions, reviews and reports collected from member States, United Nations net work and machineries and also from other studies conducted by ECA. It was further stated that a questionnaire was sent to member States to monitor the various activities on women but the response from the States was noted to be very poor.

62. The delegate expressed disappointment at the way the Secretariat excluded them in the course of the study despite of the good understanding existing between their organisations and the ECA/ATRCW. They observed that the questionnaire did not reach sufficient number of member States to render the information there from reliable representative.

63. On closer examination of the statistic used, the delegates complained of the anomalies and partial nature of most of the figures used and the misinterpretation of the facts therefrom. Suggestion on alternative ways for realistic analysis and interpretation were made particularly in reference to determining the level of women's participation in decision making at various levels. They also called for correction of some of the figures shown in the tables. It was necessary that data source be well explained and analysed.

64. The role women themselves play while in certain recognised positions also come for scrutiny and women were called upon to make good use of any position they find themselves in availing themselves of all opportunities such positions offered, especially in helping the less priviledged ones. They were advised to try to promote and defend women's causes than to wait on men, government or others to do it for them.

65. Replying, the Secretariat addressed the issue of poor response from member States whenever there were call for information on women. The Secretariat appealed to the delegates to ensure that their respective countries respond to the questionnaire so as to feed the Secretariat with all the necessary information on women's issues available in the member States.

66. It was observed by a delegate that some countries were erroneously referred to as belonging to a different geographical region than their correct region. The observation was well taken and explained as resulting from differences in languages used (English and French) in listing the countries as well as the ECA location of the sub-regional structures - the MULPOCs.

67. The Observer from WHO observed that there was very little mention of the health of the African woman. She stressed how vital good health is to the African woman who represents up to 60% of the work force, produces 80% of the food consumption and who helps in improving the debt crisis. She informed the group that WHO had 3 priority programmes for accelerating the development of health in the African Region and one of them is Maternal-Child Health/Family Planning in which the improvement of women's health carries a large portion. She further stated that WHO would welcome collaboration with any agency or groups that is interested.

68. The Secretariat admitted that there had not been much activities directed towards women's and children's health but promised to look into that in future. The President of ARCC appealed to ECA/ATRCW to try and participate in activities related to mother and child health care.

69. One delegate noted that there was an in balance in the representation of member States of ARCC and questions were asked concerning the procedure of nominating members. Explanation for this apparent situation was given and it was suggested that the issue of representation of member States in each of the MULPOC be considered later since it concerned institutional structures which existed before the establishment of ARCC.

70. The observer from UNICEF used this discussion period to inform the delegates of some of UNICEF's activities in child survival and development, specially in the area of improving the health of mothers and children. Other areas mentioned household food security, water and sanitation, basic education, all with special relevance for women.

71. In concluding the discussion the delegates expressed the need for total collaboration in their effort to integrate women in national development. This they said calls for bridge building between the grassroots and the intellectuals.

Progress report on the Fourth Regional Conference on the Integration of Women in Development (18 - 22 September 1989) (Agenda Item 7)

72. In introducing agenda item 7, the ECA Secretariat referred to the historical importance of the regional conference which has its origin from the stipulations made at the 1979 Rabat Conference. The stipulation was that there must be a tri-annual conference but that ECA had not adhered to this time frame because of financial constraints.

73. This proposed Fourth Regional Conference was a specific request made through a resolution that called for the convening of a conference to appraise, review and assess the implementation of the Arusha Strategies not later than 1990 and before the year 2000.

74. The efforts to be reviewed arose out of Resolution 535 entitled "Implementation of the Arusha Strategies for African Women", which gave the legal basis for the implementation of the strategies adopted at the Arusha Conference of 1984.

75. The meeting was informed that the Nigeria Government had in principle accepted to host the conference but the modalities are still to be worked out.

76. The draft provisional agenda and programme of work of the Regional Conference were tabled to the ARCC meeting for changes, improvement and adoption.

Discussion

77. In ensuring a successful conference, participants made proposals as follows: Participation of the conference: That the level and spread of participation must be carefully worked out; that in considering the level of participation, protocol arrangements must be planned and it was suggested that organisers must plan the protocol arrangement in consultation with the host country.

78. Planning of the conference. It was suggested that a planning committee be coopted to assist ECA and Nigeria Government in the planning of the conference logistics and arrangements.

79. Drawing up of a detailed programme for the 10th Anniversary. A committee comprising OAU, Nigerian Embassy, Mauritania, Delegates, and ECA was appointed to work out a detailed programme for the celebration and whose report was to be presented during the adoption of the ARCC Report.

80. OAU/ECA Collaboration. The OAU representative expressed the need for joint collaboration between the OAU and ECA in organising the conference irrespective of the prevailing problems of differences in member states associated to the ECA and OAU of which she also observed can be worked out. She further expressed the hope that the ECA keeps an open mind in making this possible.

81. In subsequent discussions, participants made the following inputs as improvement on the proposed provisional agenda and work programme: consideration be made for possible inclusion of an agenda item to address the problems of women who are victims of drought. It was lengthly observed that this issue of drought victims can be addressed simultaneously under the proposed provisional agenda item 8 as they all fall under the category of displaced women as spelt out in the strategies set forth in the Arusha Strategies. Thus the agenda item can be changed to read "The situation of displaced women and children". That agenda item 9 should take a broader look of resource flow to women and not just women's programmes and hereby suggested that agenda item 9 which is a combination of 9 and 10 in the proposed provisional agenda should now read "flow of resources to women in the context of the African Food and Debt Crisis".

82. Further observations were made as to how to ensure the achievement of expected outcome (a) of the conference - i.e. "A thorough review and assessment on the degree of implementation of the Arusha Strategies by governments, UN-Bodies, NGOs, etc". With regard to governments, participants proposed that the country reports be well structured and contain comparable and pertinent data. To this end, it was proposed that a guide be prepared which will make it possible to draw up a file. As far as the United Nations bodies were concerned, the ILO observer expressed the wish for ECA to closely associate these bodies concerned with the preparation of the evaluation document. In order to arrive at a better perspective of the implementation of the strategies, it was also suggested that the assessment by UN-bodies be done by taking a telescopic view of both the Arusha and Nairobi Forward Looking Strategies since the Nairobi incorporates the Arusha Strategies.

83. The general conclusion was that the proposed programme was adequate and excellent what is needed now is proper planning, timely, necessary and appropriate contacts with all parties concerned so as to ensure a smooth and successful conference.

Any Other Business (Agenda Item 8)

84. The resource person for the 10th Anniversary Celebration of ARCC, Ms. Aissata Kane was called upon to discuss the anniversary celebration proceedings for ARCC during the Fourth Regional Conference on the Integration of Women In Development. She described the various events that would take place on the celebration day such as a photo exhibition and the performance of a dance troupe. A representative of the ECA Secretariat suggested that more workshops/meetings should be scheduled to provide an opportunity for discussion of the many problems facing African women. The meetings and workshops she said, would provide a forum for the many intellectuals/researchers attending the conference. There was a consensus that a public awareness campaign should be held prior to the conference. In response to the question of how such a campaign would be financed, it was suggested that national machineries in member States organise a public information campaign. In addition; it was suggested that they undertake fund-raising activities.

85. The Deputy Executive Secretary said that since the 10th Anniversary of ARCC was a big event as such it needed good organisation. Therefore a co-ordinating committee needed to be organised to work out the programme of ARCC's anniversary

celebration and the Fourth Regional Conference in general. It was agreed that the committee would be comprised of ECA, OAU, and the appointed resource person, Ms. Aissata Kane, in close collaboration with the Nigerian Embassy. Finally, ATRCW distributed its 1990-91 work programme to all conference participants.

Adoption of the report (Agenda Item 9)

86. After making the necessary amendments on 25 March 1989, the tenth meeting of ARCC adopted its report including the draft resolution and recommendations for consideration by the Tenth Meeting of the Technical Preparatory Committee of the Whole (TEPCOW) which was held in Addis Ababa, Ethiopia from 27 March to 4 April 1989.

## RECOMMENDATIONS

A. At the national level

1. Women's visibility in national development plans should be a priority. National development strategies should therefore be developed taking into consideration allocation of resources to basic production sectors. Policy of action aimed at involving women in national planning exercises should be formulated.

2. Appropriate structural arrangements be institutionalised through which women's programmes can be integrated into national development.

3. In relation to structural adjustment programmes:

   i) Measures to reduce the negative effects of adjustment on women, and policies which can compensate its adverse impact are needed. For instance, in employment, jobs (e.g. in the services) where women predominate should be protected and maintained);

   ii) considering that there are very few women at the decision and policy-making level, governments should make every effort to ensure the participation of national machineries in the early stages of policy formulation and implementation of projects.

4. Employment in the informal sector continues to play a key role and a hope for survival for a greater majority of women. In view of this, working environment and conditions for women in the informal sector should be improved with attention given to reconstruction of physical facilities (e.g. shelter, water, sanitation, etc), access to productive facilities such as credit, marketing and training.

5. Regarding data/information on women in development, national central statistical offices with the assistance of national machineries and other organisations involved in women and development should compile, process and analyse data so as to assess women's role and contribution to national development.

6. In the area of education and training:

   i) access to science and technology-based training programmes should be provided to girls/women in order to enhance their masterly of scientific and technological knowledge and skills necessary of participation in various sectors of development;

   ii) national training institutions shouod develop strategies/mechanisms which would encourage more girls/women to enter into scientific and technological fields.

B. At the subregional/regional levels

7. The subregional women's structures are vital focal points for co-ordinating, monitoring and implementtation of subregional programmes for women. In order to ensure continuity of the subregional and regional structures, member States should explore ways and means of funding women's co-ordinators as well as resources for carrying out women's programmes in the respective MULPOCs.

8. International and inter-governmental organisations should give support to women's programmes and projects that are initiated and part of the MULPOCs overall programmes.

9. Subregional institutions and or structures such as the Preferential Trade Areas (PTA) Economic Community of West African States (ECOWAS), Southern Africa Development Co-ordination Conference (SADEC), Economic Community of Central African States (ECCAS), the Economic Community of the Great Lakes and others should incorporate in their programmes and or give attention to issues which would benefit women in particular.

C. At the international level

10. International organisations are called upon to:

i) provide financial support for the establishment of a data bank for women in development in Africa;

ii) provide financial support for women's programmes in the subregions;

iii) provide both financial and technical support for women's participation in and production of materials for the Regional Conference.

RESOLUTION

Strengthening the Capabilities of Subregional and Regional Structures for the Integration of Women in Development

ARCC members: Ghana, Rwanda, Kenya, Zimbabwe, Mauritania, Morocco, Zaire, and Tunisia.

The Conference of Ministers

Considering Conference of Ministers resolution 626 (XXIII) of 15 April 1988 which urged countries to meet their budgetary contributions to international institutions responsible for financing programmes for the integration of women in development in the MULPOCs,

Referring further the UNDP/ECA/ARCC evaluation mission of August 1987 related to the programme of integration of women in the development process in the African countries,

Having considered the current situation of the women's progtamme at the MULPOC level and the difficulties encountered by the existing subregional committees on the integration of women in development in carrying out their functions as assigned to them,

Desirous of strengthening these existing subregional and regional structures in order to ensure their viability and continued efforts to coordinate and implement activities for the advancement of women and to accelerate their integration in development,

Taking account of the considerable importance of the Fourth Regional Conference on the integration of women in development to be held in Abuja in September 1989,

Noting with satisfaction the collaboration between the ECA and OAU Secretariats in the organisation of the Fourth Regional Conference for the Integration of Women in Development,

1. Requests member States to take necessary steps to extend the mandates of the bureau of the subregional committees and of the Bureau of the African Regional Co-ordinating Committee for the Integration of Women in Development by maintaining them for another two years;

2. Requests further the Executive Secretary of ECA to make every effort in order to find necessary resources and to make contacts with all international organisations interested in financing women's programme of the MULPOCs;

3. Invites member States to provide voluntary contributions to the women's programme at the MULPOCs to enable the achievement of objectives set for Integration of Women in Development;

4. Thanks sincerely, the Egyptian Government for taking a lead in support of the women's programme by providing a coordinator to the North Africa MULPOC;

5. Kindly urges member States to ensure the participation of high-level delegations to the Fourth Regional Conference on the Integration of Women in Development.

6. Requests the Executive Secretary of ECA to collaborate with the Secretary-General of OAU to take necessary steps to mobilize adequate resources for the success of the Fourth Regional Conference;

7. Requests the Secretariat of the ECA to make necessary arrangements for the successful celebration of the 10th Anniversary of the Africa Regional Co-ordinating committee (ARCC) during the Fourth Regional Conference on the Integration of Women in Development and to sensitize all member States to give publicity to the event through mass media.